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Résumé

Cette étude vise à tester un modèle causal supposant l'existence de relations de cause à effet entre les dimensions du comportement du dirigeant de l'administration publique (Leadership, rôle au travail, citoyenneté organisationnelle) et ses préoccupations de gestion des ressources humaines (politiques et pratiques). L'inférence causale s'est faite sur la base des résultats d'une enquête effectuée en 2005 en utilisant le logiciel *Lisrel* dédié à la modélisation structurelle. Les résultats de cette étude ainsi que ses implications managériales seront discutées tout au long de cet article.

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(Taib, 1996)

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(2004 , Mazouz &

.Maltais)

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(1991 , Baumeister)

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(2000 Morin)

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.Burns

(Zhu et al. 2005; Avolio & Bass , 1999 :MLQ)

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(Perceived role)

(1978) Kahn

, (Sent role)

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.(1994 ,Parks & Kidders)

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. (In-role)

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.(Pro-role)

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(1993 ,Hamel &

,Prahalad)

(De Saa – Perez &

.Garcia – Falcon, 2002)

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(1996, Bayad & Nebenhaus)

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(2002)

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(Joreskog & LISREL 8.30

Sorbom, 1999)

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(Confirmatory Factor Analysis)

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أبحاث اقتصادية وإدارية العدد الثاني – ديسمبر 2007

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.08	.26	.23	.30	.08	.37	.37	.28	.26	.32	.23	.15	.11	.53	.36	.66	.60	-		1	2.05	.83	-2
05-	.19	.36	.36	.03	.34	.35	.31	.29	.29	.16	.16	.10	.44	.22	.46	-			.99	2.06	.68	-3
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12-	.05	.18	.22	.13	.19	.13	.10	.16	.08	.08	.09	.01	-						1.11	1.91	.87	-6
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.27	.47	.01-	.52	.09	.25	.25	.26	.43	.57	-									1.02	3.42	.85	-9
.23	.52	.12	.55	.04	.48	.44	.39	.52	-										1.03	3.13	.80	-10
.22	.47	.03-	.47	.83	.72	.63	.65	-											.93	3.31	.87	-11
.13	.37	.03	.31	.21	.66	.75	-												.98	2.95	.88	-12
.04	.38	.02	.28	.20	.62	-													.96	2.77	.84	-13
.04	.38	.14	.41	.17	-														.91	2.64	.80	-14
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.22	.39	.13	-																.97	3.32	.56	-16
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PNFI	SRMR	AGFI	GFI	χ^2	df	RMSEA
0.69	0.11	0.81	0.87	3.43	53	182.12
0.65	0.06	0.81	0.88	3.91	34	133.15
0.67	0.12	0.76	0.83	3.59	88	316.44
0.65	0.14	0.68	0.76	4.45	132	588.38

:(2)

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GFI: Goodness-of-Fit Index
AGFI: Adjusted-Goodness-of-Fit-Index
SRMR: Standardized-Root-Mean-Square-Residual

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(2003, Kaplan & Kaizer)

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