



## Clarifying the place of man in the excellence of the (proficiency) organization

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### Abstract

The current research aims to explain the place of human beings in the excellence of the organization by using the meta-composite qualitative method. An important part of the success and excellence of organizations is the result of the effectiveness and appropriate actions of human resources and their leaders. In today's conditions, when organizations face a global competitive environment, there is always a need for radical changes and work creativity. Excellent organizations value employees and create a culture that leads to the achievement of individual and organizational goals. They develop the capabilities of employees and promote justice and equality. They pay attention to their employees, communicate and encourage and appreciate them in a way that creates motivation and commitment in them. They enable them to use their skills and knowledge for organizational benefits. The findings of this research show that the identified variables that are effective in explaining the human position in organizational excellence include job enthusiasm, organizational innovation, organizational creativity, perceived organizational support, improvement of human resources, organizational learning and organizational agility capabilities, empowerment and Development of human resources, recruitment, education and maintenance, development of individual knowledge and professional ethics. Knowledge management was the five dimensions of transformational leadership (ideal characteristics, ideal behaviors, inspirational motivation, intellectual stimulation and personal considerations) and the adoption of management methods.

**Keywords:** Human power, organizational excellence, excellence.

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