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How Organizational Structure Shapes Strategic Management in Iraq's Public Sector

Abdulsattar Mawlood

Tomas Bata university Zlin, Iraq

Abstract

This study examines the strategic operations within Iraq's public sector, focusing on how organizational structures influence strategic practices. Utilizing a qualitative approach, interviews were conducted with employees and senior directors from various public associations. The findings reveal that factors such as division of labor, reporting relationships, and hierarchical structures significantly impact strategic decision-making. Additionally, organizational structures are shaped by sociopolitical and economic conditions, affecting strategic initiatives. Challenges identified include political interference and bureaucratic inefficiencies, while advantages encompass effective communication and the adoption of technology. The study offers analytical recommendations for enhancing organizational effectiveness, providing valuable insights for other developing countries and contributing to the global understanding of public sector dynamics. This research offers policymakers, practitioners, and scholars nuanced perspectives on the interplay between organizational structure and strategic operations.

Keywords: Organizational Structure, Strategic Management, Public Sector, Qualitative Approach, Iraq