

## عنوان مقاله:

Identifying the dimensions and components of ambidextrous management competencies in the Ministry of Sports and Youth

## محل انتشار:

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## خلاصه مقاله:

**Purpose:** The purpose of this study was to identify the appropriate dimensions and components of ambidextrous management in the Ministry of Sports and Youth. **Method:** The current research is applied in terms of purpose and qualitative research method with an exploratory approach. Based on purposeful sampling, ۱۵ experts in the field of sports management were selected with the snowball technique. The data was collected with the help of semi-structured interviews and thematic analysis using open and inferential coding. In order to obtain the reliability and validity of the data, two methods of expert review and the agreement of two coders were used in the research. The analysis of the data showed that the competency of ambidextrous management has three dimensions of individual, interpersonal (social), and organizational characteristics with ۲۵ main categories and ۱۷۱ concepts. **Results:** The findings of this research show the competencies needed by managers in the Ministry of Sports and Youth. The findings include a list of necessary competencies that can be considered as a basis for creating a process for recruiting and guiding sports managers. Also, these qualifications not only confirm the qualifications of managers, but can also play a role in evaluating their job performance. **Conclusion:** Using the dimensions, categories, and concepts identified in the Ministry of Sports and Youth can cause organizational dynamism and agility in the two dimensions of organizational discovery and productivity.

## کلمات کلیدی:

Two sides of power, competence, Management, Ministry of Sports and Youth

## لینک ثابت مقاله در پایگاه سیویلیکا:

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