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Accelerated Manufacturing Processes And Their Role In Enhancing The Intrinsic Capabilities Of The Company

Exploratory Research In The Company Of Noor Al- Kafeel For Animal And Food Products

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Abstract

The current study aims at specifying the role of accelerated manufacturing processes in enhancing the intrinsic capabilities by applying them in the Iraqi organizations. The study has started with certain questions; these questions are considered as the problem of this study. Answering these questions lead to understand the relationship and the effect between the variables of the study. To be more specific, this study introduces two main hypotheses and from them a group of sub hypotheses are created. The practical side of this study is tested in the company of Noor Al- Kafeel for animal and food products. The study is applied on a sample of employees constitutes of (40) employer in the intended company. They were distributed according to several administrative levels in the different sections of the company. In this study, the researcher used the questionnaire as a main tool to collect the required information, in addition to the personal interviews. To fulfil the aim of this study, the researcher depends on the main and sub hypotheses which reflect the relationship between accelerated manufacturing processes and the intrinsic capabilities. These hypotheses were tested between variables by using correlation coefficient (Spearman), and (T) test to illustrate/ understand the meaning of the relationship between variables, and (F) test to determine the significance of the regression equation. Moreover, (R^2) is used to explain the amount of the effect of the independent variable on the dependent variable.

Key words: accelerated manufacturing, intrinsic capabilities.

Procesos De Fabricación Acelerados Y Su Papel En La Mejora De Las Capacidades Intrínsecas De La Empresa
Investigación Exploratoria En La Empresa De Noor Al-Kafeel Para Animales Y Productos Alimenticios

Resumen

El presente estudio tiene como objetivo especificar el papel de los procesos de fabricación acelerados en la mejora de las capacidades intrínsecas mediante su aplicación en las organizaciones iraquíes. El estudio ha comenzado con ciertas preguntas; Estas preguntas se consideran el problema de este estudio. Responder estas preguntas lleva a comprender la relación y el efecto entre las variables del estudio. Para ser más específico, este estudio presenta dos hipótesis principales y de ellas se crea un grupo de sub hipótesis. El lado práctico de este estudio se prueba en compañía de Noor Al-Kafeel para productos animales y alimenticios. El estudio se aplica a una muestra de empleados constituidos por (40) empleadores en la empresa prevista. Se distribuyeron de acuerdo con varios niveles administrativos en las diferentes secciones de la empresa. En este estudio, el investigador utilizó el cuestionario como herramienta principal para recopilar la información requerida, además de las entrevistas personales. Para cumplir con el objetivo de este estudio, el investigador depende de las hipótesis principales y secundarias que reflejan la relación entre los procesos de fabricación acelerados y las capacidades intrínsecas. Estas hipótesis se probaron entre variables mediante el uso del coeficiente de correlación (Spearman) y la prueba (T) para ilustrar / comprender el significado de la relación entre las variables, y la prueba (F) para determinar la importancia de la ecuación de regresión. Además, (R^2) se utiliza para explicar la cantidad del efecto de la variable independiente en la variable dependiente.

Palabras clave: fabricación acelerada, capacidades intrínsecas.

Introduction

At the beginning of the globalization in the international markets in the decade of (21), many challenges arose strongly in the manufacturing organizations between competitors. The main challenges that lead to chang-

es in the organizations, for instance, reduce the life cycle of the product, the minimum production cost, and rapid response to various needs of the customers to reply the requirements of the customers and increase the customers' satisfaction. Lots of regulation operations which are depended on continuing improvement techniques like manufacturing. The current study suggests the method that concentrates on the requirements of the customers; increase the response of the customers' satisfaction. This indicates that the success of any organization depends on the extent of the ability of that organization to cope with the continuous changes in the environment on which that organization is working, particularly, in the today world that witnesses an extreme competition. This indicates that such organization should possess certain skills, abilities, resources, and accumulated experiences which allow it to deal with the competitors in the market with the best ways. For that reason, the organization became in an urgent need to invest its available intrinsic capabilities and search for new intrinsic capabilities to support its plans and efforts.

Methodology

First: Problem of the Study

The business environment is characterized in today's world with rapid and continuous changes as well as not to continue as a result of several factors in the forefront is the changes and great and rapid developments in the field of information and marketing activities which are performed by the competitors and what they show concerning the great marketing prowess. As a result, this put the business organization in front of a big challenge for its ability to show all what it possesses like intrinsic capabilities through inventing new styles that enable it to resist in performing its business. For that, the problem of the research is embodied through answering the following questions:

1. To what extent the interest of Al- Kafeel Company with accelerated manufacturing?
2. What is the level of the interest of Al- Kafeel Company with the intrinsic capabilities?
3. What is the nature of the relationship between accelerated manufacturing processes and the intrinsic capabilities?
4. Do accelerated manufacturing processes support intrinsic capabilities?

Second: Significance of the Study

The significance of the current study stems on the importance of the two variables that are dealt with in this research. Accelerated manu-

facturing processes are considered as operations that aim to improve the competitiveness ability of the company. Concerning the intrinsic capabilities are considered as skills that enable the organization to increase its performance and to gain the ability for better competition. To be more specific, this study aims at investigating the nature of the relationship and discovering the effect that is happened when the company used accelerated manufacturing processes in supporting the intrinsic capabilities and strengthening them.

Third: Aims of the Study

The study aims in its theoretical and practical sides to investigate the two variables (i.e. accelerated manufacturing processes, and the intrinsic capabilities) and the relationship and the effect between them to achieve the following goals:

1. Recognizing the reality of the intrinsic capabilities through diagnosis and analysis its dimensions and its importance in the intended company.
2. Seeing the realities of adopting the intended company to the accelerated manufacturing processes.
3. Recognizing the relationship and the effect between the two variables of the study.
4. Achieving the results and introducing recommendations for the intended company to get benefit from the intrinsic capabilities in it.

Forth: Hypotheses of the Study

The current study hypothesized that there is no correlation relationship with morale significant between accelerated manufacturing processes with their dimensions (changing organization, the information and enrich the customers) and between the intrinsic capabilities with their dimensions (the connection, the teamwork, and the stabilization).

Accelerated Manufacturing Processes

First: The Concept of Accelerated Manufacturing

Accelerated manufacturing is the way for going forward, but for the necessary companies that have the correct level should use the accelerated manufacturing particularly in the markets to achieve their goals, generally, which can be applied practically in a manufacturing company, and improving business performance in four main fields, they are: strategy, technologies, regulation, and people. This indicates that there is a necessary need to develop the vision of the organization, its message, and its strategy and develop the technical solutions, and change the organizational culture, and merge the investment in the people. All these aim to provide a general looking at some of the things on which the company should look at the im-

proving of its general activation and therefore, its competition characteristic which is considered as a merging of business partners to strengthen new competencies, in order to response quickly and actively to change markets driven by customizing the products and the services (Bottani, 2009, p. 381). It is the system which is working in a good form in terms of demand and predictability for the products and demands a various high speed (Christopher, 2000, p. 38). (Gunasekaran & Yusuf, 2002, p. 1358) It is the ability to prosper in a competitive environment for a continuous and unpredictable changing. As well as to response rapidly to the quick change in the markets which are based on the customer- based, products, and services. (Plonka, 1997, p. 12) It means the ideal using of expressing the capacity of the new products and the new services. (Song & Nagi, 1997, p. 840) Accelerated manufacturing system it is a capable system which is working profitablely in a changing competitive environment continuously and unpredictably by customers. (Hallgren & Olhager, 2008, p. 979) Accelerated manufacturing is a business strategy in the organization which aims to provide capacities to perform the success in the current changing environment which required flexible solutions (Gunasekaran, 2001, p. 225).

The concept of accelerated manufacturing is depending chiefly on four strategic concepts: (Kidd, 1994, p. 85)

- Accelerated manufacturing organization strategy
- Accelerated exploitation strategy to achieve a competitive characteristic.
- The integration between the organization, the individuals, and technology in a consistent and coherent system. This is the competitive weapon.
- A methodology of Multidisciplinary design to achieve integration among organization, individuals, and technology.

Second: Dimensions of Accelerated Manufacturing

Accelerated manufacturing dimensions contain several industries which are containing companies with organizational structures. It involves the way of dealing company with people, and companies with other organizations. It involve as well as the relationships with customers, companies that tend to accelerated manufacturing among their competitors number of significant dimensions for the company: (Sanchez & Nagi, 2001, p. 3569), (Bagul & Ahire, 2016, p. 284) they agree on:

1. The changing organization: it is one of the organizations of accelerated companies which desire to prosper than changing, and not being sure in the accelerated companies. It is possible to reform it again rapidly to cope with the changing of environmental chances in the human and material resources market.

2. The information: benefit from the effect of people on the information in the accelerated company. There is value for knowledge and innovation. The power is going to be distributed on the level of the organization. The resources management provides according to the personal need of the organization. In addition, organize projects that create an atmosphere of mutual responsibility for mutual success.
3. The cooperating: to enhance competitive advantage in internal cooperation with other companies. This means using an operational strategy for accelerated competitors, this is the first choice. The aim is to present the products to the market as soon as possible, then find the resources and required competencies and use them wherever they found. This may include the partnership with other companies and may be even the competitive companies to form the virtual organizations.
4. Enriching customers: fast companies are considered by their customers and enriched them in an interesting way, not only for that, the products of accelerated company is looking at solutions for the problems of the customers. This is done through putting a price for the products and it is possible to depend on the based- customers instead of manufacturing costs.
Third: Similarities and Differences between Accelerated Manufacturing and Slim Manufacturing

Generally, there are some similarities and differences between accelerated manufacturing and slim manufacturing for the managers whom desire to increase the business sustainability and revenues in an early stage in both of them (i.e.) the process of planning manufacturing, this is because it affects on the all practical sides. The two systems illustrate the similarities and differences and it is in that form ‘’both of them’’ to keep the competitive companies. The following authors (Khan & Dalu, 2015, p. 54), (Mason. al.el, 2000, p. 55) agree about:
1. Both of them start with the requirements of the customers.
2. Both of them required commitment with the high administration.
3. Both of them can have abnormal results.
4. Both of them concentrate on the reduction in of combination of chances.
5. Both of them introduce the best results in most of them instead of sharing other employees.

According to the differences concerning accelerated manufacturing and slim manufacturing, it is possible to state that accelerated manufacturing is more common on a large scope and it is possible to apply it at any industry. Whereas slim manufacturing concentrates on the reduction of costs, this will allow for the companies a bigger amount of the price flex-

ibility. Accelerated manufacturing concentrates on the rapid response for the unpredictable demands of the customers. This in turns allow the companies to get benefit for a large number possible for the chances of selling. Productivity configuration of accelerated manufacturing is using less number of people and depending significantly on people. With regard to stock, slim manufacturing requires high stock consisting of small parts, whereas, accelerated manufacturing looks lesser at units design, units design also makes accelerated manufacturing more willing to adopt the requirements of customization.

Fourth: Accelerated Manufacturing Strategy

Accelerated manufacturing strategy could be defined as the increasing in the competitive capacity of the organization and to achieve this, it should aim to design, organize, administrate, and develop manufacturing resources for companies and form a consistent pattern of manufacturing decisions in such order that leads to mix between performance properties and suitable competition which allows for the company to compete actively in the future. (Correa, 2001, p. 5)

1. General manufacturing industries which includes the great part of the company's assets and human resources.
2. Several decisions which are related with manufacturing resources require long time to take effect; therefore, they require predictions on long term in the future to produce support for them.
3. Decisions that will usually take long time and large amounts of resources to come back once.
4. Manufacturing decisions that affect directly on the competitive companies in the market.
5. Manufacturing decisions for support and they are certified from other jobs like the support which is needed for the business strategy of the company.

Fifth: Enabling Accelerated Industrialization

Lots of points of view of authors are available concerning the concept of enabling accelerated industrialization. It is a group of various systems, tools, and techniques which are used in manufacturing. The purpose of them is to combine accelerated manufacturing systems together for design and implement. To be more specific, the topic of enabling accelerated industrialization will be discussed through co factors or the chief principals for accelerated manufacturing. The two authors (Gunasekaran, 1989, p. 1227), (Devor. et.al, 1997, p. 820) agree that:

1. Form a virtual organization

The virtual organization it is the organization that facilitates the business of the organization in order to respond rapidly for the changing requirements of the markets, it is almost being unable to be developed in a short period of time. This illustrates that a virtual organization is responsible for the organizational entity for all functional aspects. However, it is possible to perform manufacturing, design, produce, and marketing the product by many organizations as well as at the same time.

2. Manufacturing business teams

There are new types of accelerated manufacturing business teams through rapid supporting and responding to the work for the aim of decreasing time to reach the international markets, for instance, in the current time the companies depend on the systems of the production in a limited time which helps in establishing relationships between two resources that might take months.

3. Forming an accelerating partnership

In the international manufacturing environment, the work is distributed with the support of forming accelerated partnerships or business teams. This is possible to be achieved through reconciling between the work, manufacturing, and operational strategies and developing administrative control systems by using advanced information, technology, and new administrative concepts to form accelerated partnership with the aid of different technical information in visual management in order to return organizational restructuring and training and educating workers in the new environment and developing them.

4. The concurrent engineering

Including the concurrent engineering in the accelerated manufacturing environment, it is a response to all sides to develop products as soon as possible in the changing markets to apply the concurrent engineering in developing the products. The concurrent engineering refers to new products which are designed to be converted from input to output and this will determine the final product for the customer. It aims to strengthen the development between all sections inside and outside the manufacturing environment companies as well as customers and suppliers and realize integration among these jobs to enable added value for the products and operations.

5. The integrated products/ production/ administrative information systems

To achieve durability in accelerated manufacturing environment in economical trade businesses, these programs are required to be represented through the data of manufacturing and it is necessary to avoid the gen-

eral control jobs with great differences in the devices at a low level. This means there is a must to organize information system in a united form that allows for the other data to be understood.

Intrinsic Capabilities

First: The Concept of Intrinsic Capabilities

The interesting is raised with the intrinsic capabilities for human resource in the business organization in their different types and this is because of their unique characteristics, and it is possible to be used in facing the rapid changes and convoying the rapid developments. The intrinsic capabilities of the human resource are considered as one of the principals for human perfection personally and socially (Audigier, 2000, p. 12), and (Timothy, 2018, p. 23) refers to the concept of intrinsic capabilities by stating that it is possible for the companies to distinguish themselves from their competitive through developing an integrated group constitutes of the unique capabilities and the value which is difficult for the other companies to imitate them. In addition to its different side, however, the way which is the company used to organize a unified group of activities that provides a resource a strategic competitive advantage separately, each capacity value but it is discovered that the chief competitive advantage in the integrated mixture for the capacities that any company employs in a specific area. This makes it so difficult to separate and so difficult to repeat it again by other companies. It is mentioning that (Chan & Chang, 2005, p. 145) the organizations look at the intrinsic capabilities as they are the main source for a competitive advantage that can be achieved through skills, knowledge, and special experiences with rare human resources which are difficult to be imitated by competitors (Srivastava, 2005, p. 51) illustrates that the intrinsic capabilities are considered as a group of criteria which are related with individual to perform the required job from his side. (Hafeez & Essmail, 2007, p. 532) state that the intrinsic capabilities for human resource can be used in achieving different purposes to administrate human resources in its different activities than include ‘’selection, development, administrating jobs, sequential planning, administrating performance, etc.’’

(Wickramasinghe & Zoyza, 2007, 345) and (Post, 1997) confirm that the human intrinsic capabilities are standing out when the activities and tasks are performed in a distinctive way by individuals and groups. It is also related with the ability and desire to perform the task. It can be used to illustrate the relationship between predictable performance and the actual performance. (Koenigsfeld, 2010, p. 904) Another group of the researchers see that the human intrinsic capabilities are represented with ‘’compre-

hensive capabilities, behavioural skills, and technical skills.'' The human intrinsic capabilities are considered as a result of the skills of the human resource and the skills of the leadership and administration in the organization. (Bailey, 2010, p. 20) The intrinsic capabilities include human and social capital. (Stokes & Oiry, 2012, p. 7) The intrinsic capabilities can be defined, as a procedural definition for the purposes of the current research, as a group of rare characteristics that human resources enjoyed with the organization instead of other organizations which is used to keep and develop them for a long possible period because the intrinsic capabilities could be depended as a base to build and strengthen the competitive advantage as well as to achieve the benefit for the whole workers and society.

Second: Significance of the Intrinsic Capabilities

It is possible to illustrate the importance of the intrinsic capabilities for the human resource through three dimensions: (Scotland, 2006, p. 6)

1. The scope: This is used in several job's fields and areas inside the organization.
2. The qualification: It is the ability of the individuals and groups of the work to perform the required tasks.
3. The indicators: This means to determine the components or elements of the behaviour and the performance which can be used to determine the extent of the achievement of the qualification. (Hurn, 2007, p. 34) illustrates those capabilities of the human resources help in '' avoiding the cultural sensitivity and increasing the ability of administrating the ethical and cultural differences, the linguistic ability, and building the leadership and task forces, and adaptability, flexibility, self- stimulation, and the balance of the life and work.'' The capabilities of the human resources could be used in improving the process of direction, training, and continuous education for the workers of the organization. (Hurley, 2007, p. 3) determines a set of tasks and duties the organization is depended on the human intrinsic capabilities in its performance. The main tasks and duties are; ''developing organizational commitment, administrating businesses, financial risk, administrating policy and criteria, reducing the targets of the observation, conveying the training to the employees, and increasing the repetition of the observation evaluation, enlarging the self- evaluation of the observation, using informational technology to administrate the change to prevent unauthorized change, and enlarging the scope of technical evaluation.'' (Cqss, 2009, p. 13) The capabilities of human resources help in providing the organization with high level trainers and in various fields (IPAC-RCP-SC Advisory, Committee, 2009, p. 5).

Third: Characteristics of the Intrinsic Capabilities

The characteristics of the intrinsic capabilities for the human resource are determined as following: ''there is no chance to be imitated/ the less ability that they have to be transformed, the intrinsic capabilities provide a continuous competitive advantage which is considered as a necessity to ensure the survival of the organization in the work, not visible by the competitors, they are limited within specific areas inside the organization, and they are considered to be strong.'' (Khan, 2004, p. 29), there are three characteristics should be achieved by the intrinsic capabilities in order to be able to implement their different operations in a form that can help the organization to create the extra value and achieve the disciplinary between workers in different jobs. These characteristics are (Dess et. Al., 2007, p. 203)

1. They can help to improve the superior competitive advantage of the organization and achieve the extra value for the customers.
2. The various jobs inside the organization should be depended a specific pattern of the intrinsic capabilities.
3. The competitors should face a difficulty to find the alternatives for the intrinsic capabilities that the organization is enjoyed with.

Fourth: Dimensions of the Intrinsic Capabilities

(Altaee, 2015, p. 74) states that there are three dimensions for the intrinsic capabilities. They can be represented as the following:

1. The connection: The word ''connection'' is derived linguistically from the infinitive ''connect'' which means to connect or find a relationship between two sides or reaching the goal. This illustrates that the connection process it is an active process between two sides and it has different directions. (Al- Qaruti, 2003, p. 199) mentions that the connection between various levels of administration of the organization horizontally and vertically which are considered as an urgent necessity but it is not a goal by itself whereas it is a main instrument to achieve a basic goal, whenever there is skill and accuracy in using the tools, the results would be better ones in the fields of achieving the goals (Assaf, 1999, p. 211) defines the connection as the process of sharing and understanding the information between two or more individuals, and the intention usually for strengthening and stimulating the behaviour (Daft, 2010, p. 473)
2. The teamwork: Before discussing the concept of group work, it is better to define first the group then the teamwork. The group is defined as a combination of individuals who are gathering, dealing, and interacting between themselves and always trying to achieve the agreed target. (Jawad,

2009, p. 195) The progress in the economical Japanese, particularly in the growth rate in the production and the controlling over the international export market, belongs in the first class to the Japanese administration pattern which concentrates on taking decisions through the groups of the work and the consequences of this is to upgrade with the level of human relations as a result of sharing in taking decisions inside the teamwork (Al-Rahahla & Al- Azaam, 2011, p. 211)

3. The stabilization: Stabilization is considered as a guaranteed treatment for a chronic problem of the organization. As well as it is the observation and selection of the suitable pattern of it. Concerning the stabilization, its main component is the freedom that those empowered enjoyed with. This indicates reducing the direct oversight and strengthening people's management of their capabilities by exercising self- censorship. (Al- Saady, 2010, p. 177) The stabilization is the psychological state of a sense of competence, dominance, and worth that allows individuals to continue specific activities that aim to strengthen people. The individuals' stabilization shape the work of the organization in its internal environment, polarization, maintenance, and the development of the capabilities of the members and stimulating them to work and helping them in taking over the all leadership roles as a part of stabilization. This means that all selection methods of the cases and strategies, goals, and tactics all are related with the aims of stabilization (Mondros & Wilson, 1994, p. 228).

Practical Side

First: Describe and Diagnosis Opinions of the Sample of the Study about its Variables

The current section aims to describe and diagnosis opinions of the sample of the study (i.e. current research) about its variables which are depended on it. These variables are the independent variable which is represented by accelerated manufacturing processes and their dimensions (the changing organization, the information, enrich the customers), and the dependent variable represented by the intrinsic capabilities and their dimensions (the connection, the teamwork, and the stabilization). Table one refers to a general description of the opinions of the sample of the study.

Table (1) Description and Diagnosis of the Sample's Opinions about the Variables of the Study

Dimensions	Middle	Deviation	Coefficient of Variation	Intensity of Response %	(T) Test
The changing organization	3.743	0.366	9.77%	74.86%	75.24
The information	3.788	0.415	10.95%	75.76%	67.29
Enriching customers	3.861	0.428	11.08%	77.22%	66.69
Accelerated Manufacturing Processes	3.799	0.321	8.46%	75.97%	87.07
The connection	3.622	0.475	13.11%	72.43%	55.8
The teamwork	3.684	0.448	12.16%	73.68%	60.31
The stabilization	3.59	0.447	12.44%	71.81%	58.71
The intrinsic capabilities	3.615	0.425	11.76%	72.29%	62.19

The source: Prepared by the researchers who are depended on the electronic calculator's results

A. Descriptions and diagnosis the dimensions of the accelerated manufacturing processes

1. The changing organization

Table (1) illustrates that the arithmetic mean (balanced mean) of the dimension of the changing organization (3.743) which is bigger than the hypothetical arithmetic mean score that reached (3), whereas the amount of the standard deviation reached (0.366) and this refers to the extent of the homogeneity of the data. The amount of coefficient differences of the organization reached (9.77%) and the percentage of the intensity of the response for the sample of the study about this variable reached (74.86%). This indicates that the opinions of the sample of the study was giving interest to this variable and this is reflected positively on the responses of the sample of the study and this is confirmed by the results of the (T) test which is counted as (75.24) and it is bigger than the value of (T) in the table.

2. The information

Table (1) displays that the arithmetic mean (balanced mean) of the dimension the information reached (3.788). Whereas, the coefficient differences (10.95%) and the standard deviation (0.415), the table presented that the arithmetic mean was bigger than the hypothetical mean score for the measuring tool that reached (3), the intensity of the response of the sample

of the study reached (75.76%) however, this indicates that the dimension of the information is one of the dimensions that has clear concepts according to the sample of the study. Additionally, the sample realizes that the researched organization worked on attracting and discovering the helpful information for the company.

3. Enriching customers

The arithmetic mean score of this dimension reached (3.861). Concerning the standard deviation of this dimension, it reached (0.428) and the coefficient of variation was (11.08%). Thus, the arithmetic mean score was bigger than the average of the instrument of the measurement tool. In addition, the percentage of the intensity of the response of the sample of the study was (77.22%) and this indicates that enriching customers is considered as important dimension in the researched organization and this is was so clear through the responses of the sample of the study and this is confirmed by (T) value which is reached (66.69) and it is bigger than its value in the table.

1. Accelerated Manufacturing Processes

Table (1) shows the arithmetic mean score for the independent variable (i.e.) accelerated manufacturing and processes reached (3.799) and the amount of the standard deviation reached (0.321) as well as the coefficient of variation was (8.46%). Concerning the intensity of the response of the sample of the study was (75.97%). In the light of what have been mentioned earlier, it is concluded that the arithmetic mean score for the accelerated manufacturing processes was higher than the hypothetical mean score for the measurement tool which is (3). This indicates that the sample of the study see that the company is trying to go toward the accelerated manufacturing processes through its politics and the tools of its work and this is so clear in the responses of the sample of the study and this is confirmed by the value of the results of (T) test counted (87.07) and it is bigger than its value in the table.

2. Description and diagnosis of the dimensions of the intrinsic capabilities

1. The connection

The arithmetic mean score of the dimension the connection reached (3.622) with a coefficient of variation (0.475), with a standard deviation (13.11%), thus, the numbers indicates that the arithmetic mean score was bigger than the score of the measurement tool. In addition, the percentage of the intensity of the response of the sample of the study was (72.43%) and this confirms that the sample of the study see that the organization which is researched in this study aims to be connected with the all of those

that the organization considered as suitable to achieve its goals in the future. The amount of the (T) test counted (55.8) and it shows that it is bigger than its value in the table and all these facts confirm the values of the statistical results.

2. The teamwork

Table (1) illustrate that the arithmetic mean score of the dimension the teamwork was (3.684), the coefficient of variation (12.16%) and with standard deviation (3.684). Through the results of the study, it is clear that the arithmetic mean score was bigger than the middle score of the measurement tool. Additionally, it is the biggest score than the scores of other dimensions. This means that the teamwork dimension is the most enriching for the variable (i.e.) the intrinsic capabilities. The amount of the intensity of response of the sample of the study counted as (73.68%), this indicates that the dimension of the teamwork is considered as one of the important dimensions for the individuals of the sample of the study. Concerning the value of (T) test which is counted as (60.31) and it confirms that it is bigger than the value of it within the table and all these facts confirm the values of the statistical results.

3. The stabilization

The arithmetic mean score of the dimension the stabilization reached (3.59) with a coefficient of variation (12.44%), with a standard deviation (0.447), thus, the numbers indicates that the arithmetic mean score was bigger than the hypothetical mean score of the measurement tool which is counted as (3). As well as this indicates the extent of homogeneity of the data which is confirmed by the percentage of the intensity of the response of the sample of the study concerning this variable and this is counted as (71.81%). In addition, the amount of the (T) test counted as (58.71) and it shows that it is bigger than its value in the table and all these facts confirm the values of the statistical results.

3. The intrinsic capabilities

Table (1) illustrate that the arithmetic mean score of the variable the intrinsic capabilities was (3.615), the coefficient of variation (11.76%) and with standard deviation (0.425). Through the results of the study, it is clear that the arithmetic mean score was bigger than the middle score of the measurement tool. The percentage of the intensity of response of the sample of the study counted as (72.29%), this indicates that the sample of the study cares greatly about this variable through the reflections of the clear responses of the sample of the study and this confirms that the researched organization has a great interest to strengthen the intrinsic ca-

pabilities. Concerning the value of (T) test which is counted as (62.19) and it confirms that it is bigger than the value of it within the table and all these facts confirm the values of the statistical results.

Second: Correlation Test

1. Correlation test: Table (2) presents the correlation coefficients between the variables of the study and their dimensions as following:

Table (2) the correlation coefficients between the variables of the study and their dimensions

Sub-dimensions of the independent variable		Changing organization	The information	Enriching customers	Accelerated manufacturing processes
The Connection	Person Correlation	.380(**)	.343(**)	.392(**)	.489(**)
	Sig. (2- tailed)	.000	.043	.000	.000
The teamwork	Person Correlation	.379(**)	.469(**)	.282(*)	.518(**)
	Sig. (2- tailed)	.000	.001	.016	.000
The stabilization	Person Correlation	.537(**)	.490(**)	.398(**)	.590(**)
	Sig. (2- tailed)	.000	.108	.000	.000
The Intrinsic Capabilities	Person Correlation	.505(**)	.467(**)	.399(**)	.584(**)
	Sig. (2- tailed)	.000	.050	.000	.000

The Source: Prepared by the researchers depending on the results of electronic calculator.

1. The above table refers to the existing of a positive and statistical significant correlation relationship at a significant level counted as (1%) between accelerated manufacturing processes by describing it as the basic independent variable, and the intrinsic capabilities by describing it as the basic dependent variable. The value of the simple linear correlation coefficient between them was (5840.), as well as, it refers to the strong relationship between accelerated manufacturing processes and the intrinsic capabilities. From what have been mentioned earlier, it is concluded that the null hypothesis has been rejected (H□) the first major, and accepted the hypothesis of existence (H□). This means there is a correlation positive relationship with significant connotation between the accelerated manufacturing processes and the intrinsic capabilities. To be more specific, the adherence with the accelerated manufacturing processes strengthening or supporting the intrinsic capabilities in the company. The amount of the correlation coefficients between the accelerated manufacturing pro-

cesses by describing it as a main independent variable, and as a whole (the connection, the teamwork, and the stabilization) by describing them as the sub- depended variables subsequently as following (4890., 5180., 5900.,). This indicates that there is a positive correlation relationship with a significant and statistical connotation (1%). Subsequently, this obliged to reject the null hypothesis (H□) and accept the hypothesis of existence (H□). This refers to the existence of a positive correlation relationship with statistical significance between the main independent variable (i.e.) accelerated manufacturing processes and the sub- dependent variables for the intrinsic capabilities with a degree of confidence (0.99).

2. Through the above table, table (2), the study confirms that there is a positive correlation relationship with statistical significance connotation (1%) between changing organization by describing it as a sub- independent variable. Concerning the intrinsic capabilities, it is considered and described as a main depended variable. The value of the simple correlation coefficients between them was (5050.); this value refers to the strong relationship between the changing organization and the intrinsic capabilities. The value of the correlation coefficients between ganging organization by describing it as a sub- independent variable, and all of (the connection, the teamwork, and the stabilization) by describing them as sub- dependent variables as following (3800., 3790., 5370.,) subsequently. This indicates that there is a positive correlation relationship with a significant and statistical connotation at a significant level (1%), therefore, this illustrates that the null hypothesis has been rejected (H□) and accepted the hypothesis of existence (H□). Moreover, this indicates that the changing organization contributes clearly in improving the intrinsic capabilities with all its dimensions and stages with a degree of confidence (0.99).

3. The previous table illustrates that there is a positive correlation relationship with statistical significance connotation (1%) between the information by describing it as a sub- independent variable. Concerning the intrinsic capabilities, it is considered and described as a main depended variable. The value of the simple correlation coefficients between them was (4670.); this value refers to the strong relationship between the information and the intrinsic capabilities. The value of the correlation coefficients between enriching customers and all of (the connection, the teamwork, and the stabilization) by describing them as a sub- dependent variables, as following (3430., 4690., 4900.,) subsequently. This indicates that there is a positive correlation relationship with a significant and statistical connotation at a significant level (1%), however, this illustrates that the null hypothesis

has been rejected (H□) and accepted the hypothesis of existence (H□). Moreover, this confirms that the dimension of the information contributes clearly in strengthening the intrinsic capabilities.

4. There is a positive and statistical significant correlation relationship at a significant level counted as (1%) between enriching customers by describing it as the sub-independent variable, and the intrinsic capabilities by describing it as the basic dependent variable. The value of the simple linear correlation coefficient between them was (3990.), and this refers to the strong relationship between enriching customers and the intrinsic capabilities. To be more specific, the value of the correlation coefficients between enriching customers and all of (the connection, the teamwork, and the stabilization) by describing them as a sub- dependent variables as following: (3920., 2820., 3980.,) subsequently. This indicates that there is a positive correlation relationship with a significant and statistical connotation at a significant level (1%) and (5%), however, this illustrates that the null hypothesis has been rejected (H□) and accepted the hypothesis of existence (H□). Moreover, this confirms that the dimension of enriching customers contributes in strengthening the intrinsic capabilities, particularly, in the two dimensions the connection and the teamwork with a degree of confidence (0.99) and (95%).

Conclusions and Recommendations

First: Conclusions

1. The statistical indicators illustrate that there is a positive moral effect for the variable accelerated manufacturing processes and its dimensions in the intrinsic capabilities, this refers that the company which is applied the accelerated manufacturing processes can support and strengthen the intrinsic capabilities positively.
2. The statistical indicators discover that there is a positive and strong correlation relationship with moral significance between accelerated manufacturing processes and the intrinsic capabilities.
3. The changing organization is considered as the most important and strongest dimensions of the accelerated manufacturing processes because of its positive effect in achieving the intrinsic capabilities in the researched company.
4. Accelerated manufacturing processes have an accepted and positive role in the researched company. It is possible to say that the relationship between the accelerated manufacturing processes and the intrinsic capabilities in the researched company is a positive relationship that means when-

ever the level of the accelerated manufacturing in the company increased, the level of the strengthening of the intrinsic capabilities increased and vice versa.

Second: The Recommendations

1. There is a necessity to confirm the giving a business chance for the workers, particularly, in the managerial positions depending on the qualification and the skill instead of other considerations.
2. Emphasizing on establishing the culture of the teamwork because of the fact that it is considered as the most important dimension in the intrinsic capabilities in the researched organization. In addition, to form teams for working and for setting systems for that and rewarding the collective achievement.
3. Working on the developing and building new intrinsic capabilities to raise the level of the performance of the researched company by limiting the most important resources and capabilities and suitable processes of connection and cooperation in achieving the goals with the all workers in the company by supporting and encouraging the teamwork and the teamwork in its turn avoid the company all the problems and help the company in taking the suitable decisions.
4. It is necessary to give lots of interest to the accelerated manufacturing processes, particularly, the distinctive feature of the systematic environment in today's world is rapid development, and this matter requires the adaptation with these developments to keep pace with, and respond to them.

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