

This research aims to test the nature of the relationship and influence between each of the social Loafing and organizational silence in their sub-dimensions by clarifying and interpreting what is existing and practiced in the organization under study, as the descriptive analytical approach was adopted in the completion of the research, and a deliberate sample was chosen, represented by (92) managers of senior leaders and decision-makers in the Anbar Health Department, and the questionnaire was relied on as the main tool in data collection as well as personal interviews with the research sample. The data was processed and analyzed according to the (SPSS) statistical program. To a set of conclusions, the most important of which was the existence of a highly significant correlation and impact between the research variables represented by (social Loafing in its various dimensions and organizational silence), and the research recommended a set of recommendations, the most important of which was that discovering social Loafing as soon as possible will help the team improve their strategies and come up with plans to help The social Loafing to improve his behavior and that the treatment of social Loafing contributes to addressing the organizational silence in the organization in question, by assigning more efforts to consult with employees and consider it M as partners in the goals of the organization so that they make good suggestions to improve the quality of their working life and their job.