

JOB SATISFACTION AND ITS RELATIONSHIP TO ADMINISTRATIVE EXCELLENCE FOR TEACHERS OF THE FACULTIES OF PHYSICAL EDUCATION AND SPORTS SCIENCES IN BAGHDAD

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Abstract

The aim of the research is to identify the job satisfaction and administrative excellence of the faculties of physical education and sports sciences in Baghdad from the point of view of the teachers, and to identify the relationship between job satisfaction and administrative excellence of the teachers of the faculties of physical education and sports sciences in Baghdad, and that the problem of our research is concentrated in the interdependence of relationships that we can benefit from. And we create a work environment saturated with teachers who enjoy job satisfaction and who are distinguished in their work, by looking at a lot of literature related to these variables. Therefore, we see the importance of revealing the extent of the interdependence of variables in work, which would raise its efficiency and improve its level according to the results. The descriptive approach was adopted in the style of relationships. Correlation on a sample deliberately selected from the teaching of the faculties of physical education and sports sciences in Baghdad (University of Baghdad / physical education and sports sciences and Al-Mustansiriya University / College of Physical Education and Sports Sciences) whose number is (130) teachers with various degrees and sports specializations, male and female for the academic year (2022). /2023), and the two research tools were applied to them with the descriptive approach in the manner of correlations and through the results, administrative excellence is clear in the teaching work environment within the faculties of physical education and sports sciences, and the possession of the teaching faculties of physical education and sports sciences in Baghdad for job satisfaction helps them achieve the goals of the institution and at an average level according to the current circumstances, and the emergence of a positive relationship between the variables of job satisfaction and administrative excellence, which indicates that distinction is affected by satisfaction is direct and necessary for the development of excellence among the teaching of the faculties of physical education and sports sciences in Baghdad, and it is necessary to rely on teachers with clear and high administrative distinction to raise the level of work in the educational institution it is necessary to highlight the teachers who are successful in their work and allocate rewards to them.

Keywords: Job satisfaction. Administrative excellence.

Introduction

Attention to the administrative aspect of functional work is the basis for the success of these institutions through attention and work to improve the performance of employees, and that the success of any administrative institution is closely related to the satisfaction of the members of that institution in the

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performance of their functional work in order to achieve the goals, and the Faculty of Physical Education and Sports Sciences It is one of the most important scientific institutions that contribute to supporting administrative institutions and formations, so attention should be paid to it, especially the teaching staff. The study of job satisfaction is of great importance to the administration, through which it learns about the feelings of individuals and their various attitudes towards the various aspects of their work, and in this way deficiencies are identified and an attempt is made to avoid them. And the problems that concern the working individuals are also identified in order to develop appropriate solutions that ensure progress, increase productivity and high quality in the provision of services (6:13). His group and motivate workers to work with enthusiasm and satisfaction to provide their maximum energies at work to satisfy the needs of subordinates (9: 9) Administrative excellence is a comprehensive approach that combines many concepts and elements, as it is built on the basis of excellence as an essential goal for it, and therefore modern institutions seek to adopt the concept of "a culture of excellence from It is necessary to inculcate it in our educational institutions and among the employees, in order to obtain the desire from them to provide good service and honesty in work and carry out the work in the fullest way, and administrative excellence puts most of its capabilities to achieve that goal, by collecting its best components and elements from teachers, administrators and others and handing over the reins within the institution as well as setting plans The well-studied goals that are to be achieved by following steady steps and its success are led by distinguished administrators and successful teachers, and this is done within a well-studied climate characterized by a changing and evolving economic, political and social framework that interacts with modern technologies that enter into work at the present time. Also, organizations that operate with the concept of administrative excellence derive their resources From its surroundings as its outputs are exported to, so what we possess of resources are the students that we seek to export as teachers for the future, and the professors are the pillars of this generations that build homelands, and therefore this had to be done under the umbrella of administrative excellence, "distinguished performance is the ability of the individual or the institution to perform the work required of them with a high degree of proficiency, discipline and quality" (11 (165): The importance of research is evident in identifying the relationship between job satisfaction and administrative excellence for the faculties of physical education and sports sciences and knowing their impact on each other and how any of the problems that arise during the work period of the teachers can be addressed In order for batches of qualified

teachers to be graduated in various disciplines, and no governmental or non-governmental institution is devoid of obstacles that face the institution, its development and progress, and in order for this institution to be ready, it must possess what qualifies it to create the appropriate atmosphere to organize the affairs of the institution and what helps to Creating teachers capable of administrative and practical excellence, and that the problem of our research is concentrated in the interdependence of relationships that we can benefit from and create a saturated work environment. Through job satisfaction, we will get distinguished professors in their work, by looking at a lot of literature that pertains to these variables, and therefore we see the importance of disclosure On the extent of the interdependence of the variables at work, which would raise its efficiency and improve its level according to the results. Therefore, the two researchers decided to reveal the interdependence of the relationships of the variables of job satisfaction and administrative excellence. Sports in general and in particular, the objectives of the research: 1- To identify the degree of job satisfaction for teachers in the faculties of physical education and sports sciences in Baghdad. 2- To identify the degree of administrative excellence for teachers in the faculties of physical education and sports sciences in Baghdad. Colleges of physical education and sports sciences in Baghdad, areas of research, the human field: - Teaching staff at the University of Baghdad / College of Physical Education and Sports Sciences _ Al-Mustansiriya University / College of Physical Education and Sports Sciences, the spatial field: - University of Baghdad / College of Physical Education and Sports Sciences _ Al-Mustansiriya University / Faculty of Physical Education and Sports Sciences Time range: - 28/5/2022_ 9/10/2022. Method and procedures: The process of choosing the appropriate approach for research is one of the basic and important steps that lead to the success of the research, which depends on the type and size of the problem, its clarity, and the availability of data and information The truth about it so that the researcher can distinguish it from the rest of the studied problems. (7: 278) Accordingly, the two researchers adopted the descriptive approach using the method of correlational relations, due to its suitability to the nature of the problem. Or all the elements, whether they are objectives, subjects, or individuals, to whom the researcher seeks to generalize the results of his research. (2: 101), as the selection of the research community and its sample is one of the important matters in any scientific research, and the current research community is determined by the teaching of the faculties of physical education and sports sciences in Baghdad (Baghdad University, College of Physical Education and Sports Sciences and Al-Mustansiriya University / College of Physical Education and Sports Sciences)

The University of Baghdad / College, whose number is (135) teachers with various degrees and sports specializations, male and female, for the academic year (2022/2023). Details of the preparation of the research sample will be clarified in table 1 (Table 1).

Procedures and measurement: "The idea or phenomenon to be measured must be specified, and it is intended that the (characteristic, trait, ability, skill) required to be measured be specific, accurate and measurable, and a procedural definition must be given to it" (16: 20) the tool means the means that the researcher collects with the required data And the tools that the researcher will use in his current research, which are the interviews through which the two researchers have adopted the opinions of experts with expertise and specialization to give the research a greater scientific value, to complete the research requirements and to choose the means that ensure the delivery of the two researchers to the required results.

TOSHIBA Electronic Calculator

The achievement of the objectives of this study requires the availability of two measures, one of which is administrative excellence and the other is the creative abilities of the teachers of the faculties of physical education and sports sciences. College, relationship with teachers, job nature, scientific conferences and continuing education, salary and incentives (distributed with (39) phrases (12: 135), measure of administrative excellence from a teaching point of view in the faculties of physical education and sports sciences, and it consists of (5) fields (management leadership, human and material resources, relationships and partnerships, operations and services management, performance results distributed over (31) terms of the measure of administrative excellence (3133:), from the date (5/28/2022- 7/8/2022) and with the help of the assistant work team, and it was Collecting the data of the two scales on the application sample, all of them, and arranging them in tables in preparation for conducting statistical treatments to complete the achievement of the research objectives.

Results

Table 1 shows the level of job satisfaction and administrative excellence in the faculties of physical education and sports sciences from the teachers' point of view. It has been shown that job satisfaction is at a good level when arranged on multiple levels. The mechanism and work of government institutions in light of the atmosphere of the epidemic that prevailed in the atmosphere of institutions recently and cast a shadow over them for a short period, as the factor of distinction has declined significantly, but what the institutions worked on in terms of media support and the employment of ideas that made those in charge of work through the means of the Internet more active for creativity and thus appeared a level Administrative excellence is also at a good level when arranged on multiple levels. From these results, the first goal and the second goal of the research were achieved, which is to identify the research variables. And through table 2 the results of the correlation between job satisfaction and administrative excellence are shown by keeping pace with developments and supporting the departments of the institution with modern equipment and educational programs (Table 2). The advanced development and the preparation of special workshops to improve the level of workers in general in the educational institution is one of the basics of modern education and its progress. Familiar with the latest scientific developments related to the specialization of her institution, then adopting the process of administrative excellence within the institution greatly affects the work environment in

general, as it contributes to developing the competitive capabilities of the institution by supporting its administrative excellence and paying attention to modern technology of communication and information, as it is not possible for educational institutions to reach Administrative excellence without satisfaction. One of the things that also affects job satisfaction is the pattern of the educational environment within the faculties of physical education and sports sciences, where the relationships between colleagues and professors are very social, as they take a large part of social freedom and openness with others, regardless of gender and academic achievement. 15: 319), as well as the existence of modern means of communication to develop their competitive capabilities and thus reach excellence in the work environment, "Excellence in performance comes from excellence in knowledge possessed by human resources that represent the focus of business practiced by institutions" (1: 6) and through The job satisfaction available to the teaching staff, we will reach the administrative excellence in the work, and from the results we see the spirit of intertwined sports in the administrative process, because the teachers are athletes, and therefore the mathematical advantage that dominates the excellence and the fact that the different sciences work to develop sports in all its details and achieve its goals. The scientific concept of sport is a means through which many goals can be achieved" (14: 165), and also, "The university teaching member is the main element in the educational process because he leads the educational work, deals with students directly, influences their scientific and social formation, and works for the advancement of institutions." And developing and carrying the burdens of its scientific and practical mission in serving society and achieving its goals, and in light of this, attention must be given to the university professor in terms of development and evaluation, to keep pace with scientific developments in the field of his specialization, educational aspects and educational technology. (10: 2), and whenever the administrative leadership has the ability to provide a sufficient amount of motivation for individuals as well as setting an effective system of incentives, this leads to raising the motives "(6: 50) that drive faculty members to scientific production, distinguished performance, and spreading the spirit of From competition and job satisfaction, "The teacher of physical education is a pioneer, meaning that he feels the problems of his students, and here the teacher must provide the appropriate climate in order to reach the desired goals" (5: 38), "Through these results, the third goal of the research was achieved" (Table 3).

Conclusions

1. Job satisfaction is evident in the teaching work environment within the faculties of physical education and sports sciences.
2. The teaching of the faculties of physical education and sports sciences in Baghdad possesses administrative excellence that helps them achieve the goals of the institution at an average level according to the current circumstances.
3. Whenever the teaching staff is satisfied with its work, its administrative performance is distinguished in continuing work in the college.
4. The emergence of a positive relationship between the variables of job satisfaction and administrative excellence, which indicates that distinction is affected by job satisfaction, which is direct and necessary for the development of excellence among teachers of the faculties of physical education and sports sciences in Baghdad; The two researchers recommended the following:

Table 1: Shows the numbers of the sample.

Name of college	Exploratory experience	The main experience
University of Baghdad College of Physical Education and Sports Sciences	3	80
Al-Mustansiriya University / College of Physical Education and Sports Sciences	2	50
the total	5	130

Table 2: Shows the results of the arithmetic mean, standard deviation, hypothetical mean, and the t value of the level of differences for the research variables.

Variants	The arithmetic mean of the sample	Standard deviation	hypothetical arithmetic mean	T value	Sig	The indication difference
Job satisfaction	110.38	11.754	93	16.864	0.000	moral
Adminstrative excellence	211.28	33.921	180	10.513	0.000	moral

Significant < (0.05) and degree of freedom (n-1) = 129.

Table 3: Shows the results of the arithmetic mean and the results of the correlation coefficient values.

Variants	Arithmetic mean	Standard deviation	R value	Sig	The indication
Job satisfaction	110.38	11.754	0.916	0.000	moral
Administrative excellence	96.45	22.944			

Significant < (0.05) and degree of freedom (n-1) = 129.

1. The need to enhance job satisfaction and administrative excellence among faculty members in colleges.
2. Relying on teachers with clear and high administrative distinction to raise the level of work in the educational institution.
3. Shedding light on the successful teachers in their work and allocating rewards for them.

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