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Job Alienation and its Relationship with the Organizational Affiliation of Technical Supervisors in the Sports and School Activity Departments in the Directorate of Education of Diwaniya Governorate

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ABSTRACT

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Keywords:

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The research aims to prepare the scales of job alienation and job affiliation for technical supervisors, knowledge of job alienation and organizational affiliation of technical supervisors, and knowing the relationship between job alienation and organizational affiliation of technical supervisors, and the research problem lies in answering the following question (what is the relationship between job alienation and organizational affiliation of technical supervisors in the sports and school activity departments of the directorates of Diwaniya Education) The researcher used the descriptive method in the method of relational relations because it is proportional to the objectives of the study to solve The research problem identifies the research community, which are the technical supervisors of sports activity (directorates of sports activity in Diwaniya), through a statistic obtained, which are (180) supervisors in Diwaniyah Governorate.

The standards of job alienation and organizational affiliation have been prepared through the use of scientific foundations and the researcher's conclusions, the technical supervisor feels that they really belong to the administrative and technical tasks assigned to him, and that the work of the technical supervisor has a very great meaning for the department and the department to which he belongs, and the researcher recommended the need to provide the sports and school activity departments with advantages and incentives for technical supervisors with distinguished performance, and to create an atmosphere for positive competition among them because of its effective and influential role in consolidating the level of (organizational affiliation) in them.

1-1 Introduction and the importance of research

During the second half of the twentieth century, researchers have become more interested in studying the phenomenon of alienation as a social and psychological phenomenon, because it is one of the important issues of the age and one of the basic features of contemporary man. to the Iraqi organizations and to the awareness of the negative effects of this phenomenon on the level of performance and commitment of the working individual. Job alienation in its simplest sense is the feeling of employees that the organization to which they belong is no longer the right place to continue it, and this is due to reasons related to the organization more than to the employees, and this in itself is a dangerous trend that affects the relationship of the employee's affiliation and loyalty to the organization and results in serious consequences for both parties. The sports and school activity department is one of the active and important departments in the directorates of education, especially in civilized and developed societies, as the extent of the welfare and sophistication of societies is measured by the extent of progress and development in their sports activity and culture that keeps pace with the times, and we find that the workers in sports and school activity are from The fact is that most of the technical supervisors do not allow any idea or decision to be issued without taking their approval, and this is one of the most important reasons that called for the selection and expansion of the research sample. From the above, we can indicate the job alienation of technical supervisors, which can be manifested by achieving job affiliation among the technical supervisors in the sports and school activity departments, which may lead to influencing their job performance and working on and giving positive results towards a better sports society, and there is no doubt that the sports and school activity departments are responsible for intellectual construction, refinement of talents, and various tasks that have social, economic and cognitive dimensions. and provide a high level of service

1-2 The Problem

The research problem lies in answering the following question (what is the relationship between job alienation and the organizational affiliation of the technical supervisors in the sports and school activity departments of the Diwaniya Education Directorates)

1-3 Research Objectives

- 1- Preparing Job Alienation and Job Affiliation Scales for Technical Supervisors
- 2- Knowledge of job alienation and organizational affiliation of technical supervisors
- 3- Knowing the relationship between job alienation and organizational affiliation of technical supervisors

1-4 Research Areas

- 1.4.1 Human Field: Technical Supervisors in the Sports and School Activity Departments of the Diwaniya Education Directorates
- 1.4.2 Time Zone: For the period from 1/10/2024 to 10/5/2025
- 1.4.3 Spatial Field: Directorate of Sport and School Activities

3. Research methodology and field procedures:

3-1 Research Methodology:

The nature of the problem and the methods of solving it are what determine the method chosen by the researcher to reach the results of the research, so the researcher used the descriptive method in the method of relational relationships because it suits the objectives of the study to solve the research problem, as the descriptive method is defined as one of the forms of scientific analysis and interpretation that describes a specific phenomenon or problem and depicts it with pens by collecting data and information, analyzing and interpreting it in an accurate scientific way. (4 : 269) .

3.2 Research population and sample

The research population was identified, which are the technical supervisors in the sports activity (directorates of sports activity in Diwaniya), through a statistic obtained, which are (180) supervisors in Diwaniya Governorate, where the sample number reached (100) supervisors, while the sample of the application reached (180) supervisors with a percentage of (100%) of the original population, the samples were selected by simple random method and Table (1) shows the research community and its samples.

Table (1)
Shows the description of the research sample

Survey Sample		Sample Application		Sample Preparation		Research Community
Favorable Ratio	Issue	Percentage	Issue	Percentage	Issue	180
28%	50	100%	180	55 %	100	

3-3 Tools and means of collecting information used in research:

The success of the research in achieving its objectives depends on many factors, the most important of which is the correct and appropriate selection of means in obtaining data, so the selection of the appropriate tools is a key factor in research (9:135), for the purpose of obtaining the information and data required to solve the research problem, and accordingly, the researcher has used many means and tools, which are as follows:

1. Arab and foreign sources.
2. The World Wide Web of Information.
3. The Iraqi Virtual Library.
4. Forms for recording and unloading data.
5. Functional Alienation Scale
6. Organizational Affiliation Scale
7. Questionnaire of the opinions of experts and specialists.
8. The assistant team.

3.4 Field Research Procedures:

3.4.1 Research Tools: Tools are one of the ways in which a researcher can solve a research problem, and these tools are as follows:

3.4.1. Preparation of the Job Alienation Scale

After reviewing a set of previous and theoretical studies, the axes of the scale were identified (poor ability to influence, loss of meaning or purpose, poor relationships with others, self-alienation) and each axis consists of 6 phrases, so the scale consists of 24 phrases with five alternatives (I completely agree). I agree. Sort of. I disagree. I don't totally agree.)

3.4.2 Procedures for Preparing the Organizational Affiliation Scale

In line with the objectives of the research and after reviewing similar studies and researches, the researcher adopted the organizational affiliation scale prepared by (10: 22), as the scale consisted of (14) items, and the answer alternatives were five-point (always, often, sometimes, rarely, never). The researcher made some adjustments in line with the nature and level of the research sample.

3.4.1.3 Psychometric characteristics of the two scales:

One of the important characteristics of the scales, which have been confirmed by specialists in psychometrics, are the characteristics of honesty and consistency, as the accuracy of the data or the scores we obtain from psychological scales depend on them, and in order for the test to give reliable results in making judgments and making correct decisions, it must have characteristics such as honesty, consistency, objectivity and ease of use (2: 85) .

3.4.1.3.1 Validity of the two criteria:

Truthfulness means "the ability of the instrument to measure what it was designed for or the attribute to be measured, in the sense that the scale measures the function that it claims to be measuring and does not measure anything else in its place (7:113).

1. Apparent truthfulness: The instrument is truthful if its appearance indicates that in terms of its shape and in terms of the connection between its vertebrae, then if the contents and paragraphs of the instrument are identical to the attribute that it measures, then it is more truthful (5:264).

In order to verify the validity of the fields and paragraphs and their validity in measuring what they were developed for, the researcher presented the two scales to a group of experts in sports psychology for the purpose of judging their validity, where they expressed their opinions and observations on the appropriate paragraphs for the Job Alienation Scale, and in light of those opinions, the experts confirmed the validity of the scale by 100% agreement, so that the total number in its final form consists of (24) paragraphs as in Appendix (1), or the Organizational Affiliation Scale, as the experts confirmed its validity With a percentage of 100% agreement . So that the total number of the scale in the final form consists of (14) paragraphs as in Appendix No. (2)

3.4.1.3.2 Consistency of the two metrics:

It refers to the stability of the scale and the accuracy of the test in the measurement and the breadth of its results when applied multiple times to the same individuals (8:144), and to calculate the stability of the scales, the Fakronbach method was used and it was found that the stability coefficient on the two scales respectively (0.840 and 0.803) showed from the above that both

scales have obtained a percentage of agreement and two acceptable and significant correlation coefficients, which confirms that they have scientific foundations, as for the objectivity of the two scales, the paragraphs in each of them were formulated in the way of choosing one of the multiple alternatives (Multiple Choice), as one paragraph does not accept more than one answer and does not contain any of the paragraphs with an open essay answer, and the correction is not affected by the subjectivity of the corrector, and the multiple choice criteria belong to the objective criteria.

3.5 Exploratory Experiment:

The exploratory experiment is one of the basics of the researcher's scientific field work, after it prepares all the requirements it needs in its main experiment, as the exploratory experiment is a mini initial experimental study and training to refine the field procedures before delving into all the information (3: 95).

The researcher conducted the exploratory experiment on a sample of (50) supervisors for the purpose of identifying the difficulties facing the researcher in the main experiment of the scale.

3.6 Main Experience:

The researcher, with the help of the assistant work team, distributed two scales (job alienation and organizational affiliation) to the research sample of (180) supervisors.

3.7 Statistical Methods:

The Statistical Package System (SPSS) version (V26) was used.

4. Presentation and discussion of the results

Table (2)

Shows the identification of the scale of job alienation and organizational affiliation of technical supervisors in the sports and school activity departments

Significance	Error Level	Degree of Freedom	Calculated T Value	The hypothetical medium	Standard deviation	Arithmetic mean	Variable	t
Moral	0.000	179	1.49	72	4.122	35.256	Job Alienation	3
Moral	0.000	179	8.320	51	6.288	57.109	Organizational Affiliation	1

4.1 Presentation of the results of the two measures

By reviewing Table (2), we find that the arithmetic mean of the Job Alienation Scale is (35.256), which is lower than the hypothetical mean of (72), which indicates the insignificance of the scale from the point of view of the sample, according to the Organizational Affiliation Scale, the computational mean (109.57) is higher than the hypothetical, which indicates the significance of the scale from the point of view of the sample.

4.2 Discussion

By reviewing the results in Table (2), it becomes clear to us that the technical supervisors do not have job alienation, as the researcher believes that the work of the technical supervisor in all his functions is based on attracting all parties concerned with the educational process through flexible and harmonious relationships towards defining, developing, and absorbing the goals of the educational and educational process and developing it in a successful educational way. To achieve this, the technical supervisor is keen to develop the performance of individuals related to the learning process, especially the category of teachers, in order to achieve these goals. Human relations between work members, participation in decision-making, providing an incentive system, keenness to achieve the goals of individuals and meeting their needs and the availability of work satisfaction factors, are important matters that have taken a lot of the time and studies of management scientists during the last century, and many directorates of sports and school activity are keen to have them available to the technical supervisors through Table (2). It indicates that there are statistically significant differences between the two mediums and in favor of the arithmetic mean of the sample, which indicates that the technical supervisors have an organizational affiliation, the researcher attributes this result to the availability of the appropriate organizational climate within the department, which results in an increase in job satisfaction and morale among the technical supervisors, as the leadership and administrative aspects practiced in the sports activity departments focus on democratic aspects, human relations, and taking into account the conditions for all technical supervisors, and all of this contributed to increasing the level of Organizational affiliation is the harmony and positive feeling formed in the employee towards his organization, commitment to its value, sincerity to its goals, attachment to it, keenness not to leave it, survival by exerting effort and pride in it, and creating compatibility and interaction between his goals and objectives (1:41).

4.3 Presentation of the results of the relationship

Table (3)

Shows the correlation relationships between variables

Statistical Function	Significance Level	Correlation coefficient	Statistics Variables
Non-D	0,12	0,19	Job Alienation x Organizational Affiliation

By reviewing Table (3), we note that there is no relationship between job alienation and organizational affiliation, which indicates that job alienation does not cause organizational affiliation, i.e., technical supervisors, since they do not have job alienation, contributed to their job affiliation to sports and school activity departments.

The researcher attributes this to the fact that job affiliation constitutes an important factor to promote good behavior among technical supervisors, especially with regard to enhancing the aspect of voluntary behavior and the commitment of supervisors to the procedures and instructions written by the department, as well as their commitment to perform the tasks assigned to them with precision, in addition to enhancing the behavior of cooperation and providing

voluntary assistance and support to their colleagues, which are important and necessary aspects required by the nature of the work of technical supervisors, thus enhancing the behavior of sincerity to the department, and this is consistent with what has been mentioned where it contributes The organizational affiliation of individuals in developing the behavior of loyalty and the commitment of individuals towards their work and its implementation accurately on the one hand, and the direction of the organization to implement the procedures and policies that govern their work on the other hand, in addition to enhancing their commitment towards their colleagues to develop the spirit of cooperation and support each other voluntarily and without compensation (6:68).

5. Conclusions and recommendations

5.1 Conclusions

- 1- The technical supervisor feels that they really belong to the administrative and technical tasks assigned to him
- 2- The work of the technical supervisor has a very big meaning for the department and the department to which he belongs
- 3- The technical supervisor feels the value of the people he works with and the department he works for for his or her job duties
- 4- The technical supervisors in the sports and school activity departments enjoyed (job affiliation), as this was manifested by showing the behavior of belonging and loyalty to the department, maintaining its reputation, working to develop it, adhering to the instructions issued by it, being ready to carry out the tasks assigned to them without complaining or complaining, avoiding wasting the time of the work, investing it optimally, and their keenness on the department's property.

5.2 Recommendations

- 1- Benefiting from the Organizational Affiliation and Job Alienation Scales Prepared by the Researcher in Measuring the Degree of Belonging and Alienation among Technical Supervisors in the Sports and School Activity Departments
- 2- The necessity of providing advantages and incentives to the technical supervisors with distinguished performance, and creating an atmosphere for positive competition among them because of its effective and influential role in consolidating the level of (organizational affiliation) in them
- 3- Giving importance and support by the Ministry of Education and the Directorate of Sport and School Activity to the technical supervisor because of his ability to advance the reality of sports and school activity departments.

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Appendices

Appendix (1) Occupational Alienation Scale

1 – After the weakening of the ability to influence

I don't totally agree	I don't agree	Kind of	I agree	I totally agree	Paragraphs	t
					My direct head in the department consults with me on matters related to the work of the department	1
					I can get the work done by me	2
					My current work is largely dictated to the department's policy without regard to my opinion.	3
					Cosplay in the administrative decision-making process in the department is very large	4
					I stick to the business contexts even if I'm not convinced of them	5
					I have so much more to do to improve working methods	6

2- After the loss of meaning or purpose (non-objectivity):

I don't totally agree	I don't agree	Kind of	I agree	I totally agree	Paragraphs	t
					I get bored because of the routine of work	7

					The work I am currently doing meets my ambitions and enables me to fulfill myself	8
					I care about my current career	9
					My goals are clear and specific in my work environment	10
					A lot of my work requirements tend to be complicated in a way that I don't know about	11
					I feel that my ability to predict the results of my behavior at work is weak	12

3 – After weak relations with others : It is the individual's feeling of wanting to retire from others and not feeling of belonging to the organization in which he works.

I don't totally agree	I don't agree	Kind of	I agree	I totally agree	Paragraphs	t
					My relationships with my co-workers are very essential in my life	13
					My relationships with my colleagues are trusting	14
					I really belong to the working group	15
					My social status is lower than that of some other professions	16
					Many of the employees in the department ignore my job experience	17
					I feel the interest of my colleagues in my work and their loyalty to me in their relationships with me	18

4 – The dimension of self-alienation : the individual's inability to express and sense oneself as a result of loneliness and isolation due to his dissatisfaction with the moral value of the activity he is practicing.

I don't totally agree	I don't agree	Kind of	I agree	I totally agree	Paragraphs	t
					I feel good about my work	19
					I can't afford my working conditions	20
					I feel the loss of the bond between me and the work assigned to me	21
					I feel my self-worth in my work	22
					My pleasure is very much when practicing my work	23
					My work is a very small part of what I can do	24

Appendix (2) Functional Affiliation Scale Applied to the Application Sample (Final Image)

Get Started	rarely	Sometimes	Probably	Always	Paragraphs	t
					I work harder than necessary to achieve my job goals	1
					I feel loyal to my employer.	2

Get Started	rarely	Sometimes	Probably	Always	Paragraphs	t
					If I receive an offer to work at a salary better than my current salary, I refuse to leave my job and go to a new job.	3
					My work in technical supervision has brought me job satisfaction	4
					My work in art supervision makes me feel like I have a huge impact on the local community.	5
					I consider any abuse of the position of the Technical Supervisor to be an abuse to me personally.	6
					I'm not thinking about early retirement from my job.	7
					I made the right decision when I accepted to work in the sports and school activity department	8
					I feel frustrated as I work as an art supervisor in the sports and school activity department	9
					I am ready to make every effort for the success of my work in the sports and school activity department.	10
					I consider my job to be one of the best in society.	11
					I feel that my ambition is fulfilled through my job in artistic supervision.	12
					I adhere to the ethics of the profession (job) while performing my job.	13
					I don't mind changing my current employer.	14