



The reality of the organizational normalization of technical supervisors in sports and school activities for Baghdad Education Directorates

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Abstract

The research aims to identify the reality of the organizational normalization of technical supervisors in sports and school activities for the Baghdad Education Directorates. The human field was: technical supervisors working in the Baghdad Education Directorate. The time field was: from 3/7/2024 to 8/13/2024. The spatial field was: education directorates in Baghdad Governorate (Karkh – Rusafa). The current research community consisted of technical supervisors working in Baghdad Education Directorates (Karkh / Rusafa). The number of them is (166) technical supervisors distributed over the six directorates. The research sample was taken intentionally for all technical supervisors at a rate of (100%). The conclusions were: There is clear training work by the educational supervision directorates to increase the ability of technical supervisors. There are practical training courses by the Sports Activities Directorate that include developmental strengthening courses for technical supervisors. The directors use advanced communication methods to convey information correctly to learners. The directors work to develop the abilities of trainees in a scientifically correct manner that is consistent with the requirements of the labor market. The correct understanding by the directors of the technical supervisors helps improve the level of work.

Introduction and importance of research



The variable of organizational normalization is considered one of the important topics as it is "the process through which members acquire a set of necessary information about the job assigned to them and how to perform job tasks efficiently. It works to provide them with social information related to ways of building human relations and adapting with colleagues. In addition to providing them with cultural information that includes the organization's values and standards" (Ismail, 2005, p. 73). This matter would enhance the status of technical supervisors in the education directorates and classroom activities through the adaptation and interaction of sports and school activity (technical) supervisors with their organizational and administrative environment in the Baghdad Education Directorates. This will come by working on the correct adaptation to the set of laws, regulations and bylaws issued by the Ministry of Education. Ministry of Education also determines the work and path of supervisors in the directorate and through correct communication and coordination. The matter is reflected in the positive relationship between supervisors, directorates and other parties such as schools and teachers by working on exchanging information and working on coordination between them. Also through developing capabilities through the extent to which supervisors benefit from all training programs and work on professional development provided to them and the impact of this on their performance. Through the interaction of supervisors with their colleagues and professional community, the extent of their sense of belonging and confidence within the institution. The importance of the current research lies in "the reality of organizational normalization of technical supervisors in sports and school activities for Baghdad Education Directorates."

2. Research problem

The problem of the current research lies in the following question: “What is the reality of the organizational normalization of technical supervisors in sports and school activities in Baghdad Education Directorates?”

3. Research objective

To identify the reality of organizational normalization of technical supervisors in sports and school activities in Baghdad Education Directorates.

4. Research areas

4.1.1 Human domain: Technical supervisors working in the Directorate of Education for Baghdad Governorate.

4.1.2 Temporal domain: For the period from 3-7-2024 to 8-13-2024.

4.1.3 Spatial domain: Directorates of Education in Baghdad Governorate (Karkh – Rusafa)

Research methodology and field procedures:

2.1 Research methodology: Using the descriptive approach using the survey method to suit the nature of the research problem (1).

2.2 Research community and sample:

The current research community consisted of technical supervisors working in the Baghdad Education Directorates (Karkh / Rusafa). Their number is (166) technical supervisors distributed over the six directorates. The research sample was taken intentionally for all technical supervisors at a rate of (100%) as in Table (1)

Table (1)

Shows the distribution of the research community of technical supervisors in the Baghdad Education Directorates

Main sample	Exploratory sample	Stability sample	Technical supervisors	Directorates	
21	3	3	27	Karkh 1	1
26	3	3	32	Karkh 2	2

18	3	3	24	Karkh 3	3
22	3	3	28	Rusafa 1	4
24	3	3	30	Rusafa 2	5
19	3	3	25	Rusafa 3	6
130	18	18	166		
%78.31	%10.84	%10.84	%100		

2.3 Research tool

The researcher used the questionnaire as a tool for his current study to identify the reality of the organizational normalization for technical supervisors in sports and school activities/Baghdad Education Directorates. The researcher relied on the "Naseem Aftan Rad'an: 2023) scale (1) where the scale consists of (14) phrases. The researcher adopted those phrases and then distributed them to experts in Iraq to adapt them to the Iraqi environment. They were presented to (7) experts in the field of sports management as in Appendix (1). Table (2) shows that.

Table (2)

shows the degree of acceptance and rejection of the statements of the organizational normalization scale

Acceptability of the phrase	percentage	Experts		Organizational normalization scale phrases	ت
		not suitable	suitable		
Acceptable	100	0	7	Practical training by educational supervision directorates increases the capacity of technical supervisors.	1
Acceptable	86	1	6	Practical training by the Sports Activities Directorate includes Developmental	2

				strengthening courses for technical supervisors	
Acceptable	100	0	7	Trainers use advanced communication methods to deliver information correctly to learners.	3
Acceptable	86	1	6	Trainers work on developing trainees' capabilities in a scientifically correct manner that is consistent with the requirements of the labor market.	4
Acceptable	100	0	7	Correct understanding by school principals of technical supervisors helps improve the level of work of the physical education teacher.	5
Acceptable	100	0	7	Creating a healthy atmosphere within the directorates helps to develop continuous performance through a correct understanding of the requirements of technical supervisors	6
Acceptable	86	1	6	A correct understanding of the instructions and orders required from managers helps in correct feedback from technical supervisors	7
Acceptable	100	0	7	Developing the capabilities of correct understanding between the director of the directorates and the physical education teacher helps in the good and effective normalization of administrative organization	8
Acceptable	86	1	6	Cooperation between colleagues in the directorates helps in building social trust between teachers	9
Acceptable	100	0	7	Co-workers work to encourage their colleagues in the right way to avoid mistakes within the directorates	10

Acceptable	86	1	6	Morale support from the colleague helps to improve the level of the relationship between them in a positive way	11
Acceptable	86	1	6	Improving the level of the relationship between teachers and managers helps to develop the capabilities of teachers within the directorates	12
Acceptable	100	0	7	The directorates' management is interested in granting material and moral incentives to technical supervisors	13
Acceptable	86	1	6	The directorates tend to motivate and encourage instead of directing punishments and blaming technical supervisors	14

The researcher extracted the scientific foundations of the questionnaire by presenting the questionnaire to a group of experts in the field of sports management, numbering (7) experts. Thus, the scale obtained the definitive degree of accreditation to measure the variable of identifying the degree of effective supervisory management of the sports and school activities directors for their supervisory duties from the point of view of technical supervisors in Baghdad

2.4 Scientific foundations of the questionnaire:

2.4.1 Questionnaire validity: The questionnaire was presented to (7) experts in the field of sports management to obtain apparent validity and know the relationship of the statement in the field and the relationship of the statement to the objectives.

2.4.2 Questionnaire reliability: To know the questionnaire reliability, the researcher used the Cronbach's alpha equation to calculate reliability on a sample (18) technical supervisors distributed among the education directorates in Baghdad, with (3) supervisors from each directorate, where the reliability coefficient value for the questionnaire as a whole was (0.81).

2.5 Exploratory experiment: The researcher tested the questionnaire on a day by conducting an exploratory experiment on (5/22/2024) on a sample of technical supervisors in the education directorates /Baghdad and from outside the research sample which numbered (18) at a rate (10.84%) technical supervisors to benefit from knowing the time allocated to answer the questionnaire by the research sample. And to know the difficulties facing the researcher in applying the research.

2.6 Final scale experiment: The researcher experimented with his scale on the researcher's sample (130) technical supervisors on 7/1/2024. After that, the questionnaires were retrieved and the researcher obtained (100) valid questionnaires subject to statistical work.

2.7 Statistical methods: The researcher used the statistical package SPSS to process the data.

3. Presentation and discussion of the results:

Table (3)

shows the significance of the differences between the achieved arithmetic mean and the hypothetical mean of the organizational normalization scale

Statistical significance	T		Degree of freedom	Hypothetical mean	P-	S-	Variables
	Sig	Calculated					
	0.00	16.614	99	42	4.787	35.311	

morale							
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Through Table (3), the researcher finds that managers' correct feedback of sports and school activities to the technician supervisors helps them understand the required instructions. The feedback provided at the right time contributes to achieving a large group of goals including the correct reinforcement of the performance of the technician supervisors. As well as working to modify and change the incorrect performance of the technician supervisors. It also helps to retain information in the long period memory to facilitate the retrieval process when needed, also helps to control the behavior of the supervisors and increase the level of job performance within the lesson in the correct manner by: taking into account the individual differences between students, identifying educational errors in general (). The researcher sees through the responses the researcher obtained that cooperation between colleagues in the directorates helps build social trust between technical supervisors, as the principle of cooperation helps in the correct development of establishing positive relationships between colleagues, as (Al-Qaisi: 2010) () sees that positive relationships are positively reflected in the nature of work, especially in the directorates, which creates a healthy environment that works to encourage and develop the educational process in the correct manner and avoid problems within the directorates. Through positive cooperation between colleagues in providing advice and encouragement to avoid mistakes made by colleagues during work or while dealing with students at work, as correct avoidance of mistakes helps improve and develop the educational process according to the provision of advice by colleagues in the correct manner.

Through the keenness of the directorates to identify the training needs of technician supervisors to improve their level of performance in their work. In the directorate in which they work, especially when there are directorate needs related to the job, this



leads to weakness in delivering the lesson in a positive way, which directly affects the work itself. Therefore, the follow-up and supervisory control by the directors greatly helps in overcoming those obstacles that hinder technician supervisors in implementing the lesson in a correct and positive way ().

4. Conclusions and recommendations:

4.1. Conclusion

1. There is clear training work by the educational supervision directorates to increase the ability of technical supervisors
2. There are practical training courses by the Sports Activities Directorate that include developmental strengthening courses for technical supervisors
3. Managers use advanced communication methods to convey information correctly to learners
4. Managers work to develop the abilities of trainees in a scientifically correct manner that is consistent with the requirements of the labor market
5. The correct understanding by managers of technical supervisors helps to improve the level of work.

4. Recommendations

1. Focus on moral support from the colleague to improve the level of the relationship between them in a positive way
2. Work on improving the relationship between supervisors and managers helps to develop the capabilities of supervisors within the directorates
3. The directorates' management is interested in granting material and moral incentives to technician supervisors



4.The directorates tend to motivate and encourage instead of directing punishments and blaming technician supervisors.

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