



## Measuring the level of morale of physical education teachers in Thi Qar Governorate

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### Abstract

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The study focused on the morale of physical education teachers, morale is a more important measure of their effectiveness and diversity within the institution. From this standpoint, interest in morale and employee satisfaction has become one of the trends used in their reactions and working conditions, whether material, administrative, social or psychological. It has been subjected to chronic psychological shock and has turned into a radical people management. The importance of this study stems from the researcher's awareness of the level of morale among many physical education teachers. To reveal this only, he helped to improve the morale of new children in Thi Qar Governorate. Focusing on the study to overcome the negative and negativity that will rob you of morale, with the best solutions to improve and develop it in the future. From here, the problem of the research and its importance are discovered.

#### It was completed message to investigation power Next:

1. Designing a scale of morale among physical education teachers in Thi Qar Governorate.
  2. Measuring the spirituality and moral level of physical education teachers in the least.
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Get in touch Researcher to that Artie Application in that level the spirit Morale to stop within Level Dangerous and recommended Researcher b. Accreditation Scale present As a tool Act agent on level the spirit Morale She has school Education Sports in governorate The Qar

## 1: Definition of the research:

### 1-1 Introduction and importance of the research:

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And in view to a job The teacher re that turn Multiple, Huh? that he Bar President in practical Education And education And he is that He specifies temperature Comprehensive from Woes And sources learning, And he is that He specifies atmosphere The year inside the line, And he is that Develop And he plants Values And trends In the affirmative Lanka For formation entertainment righteous, righteous Huh? In an effective way He works on Gain And modify behavior, Which It is Scale President To success practical Education And you need Treatment Educational Educational to Teacher accurately Its objectives, the truth that No Bad from to provide separately random So Functional for him, Effective The teacher And its effectiveness in Treatment education Related By factors Multiple from Most notable to rise the spirit Morale he And his right hand By education message And a profession With what verification for him This is amazing Profession from status Social network And economical appropriate with commerce Profession And bone message , and known that morale People she has she has big in area the job high level from Compatible scale Active The worker And their benefit in The institution So become Lab Resist the spirit Morale And satisfaction The worker from significant Modern Response Replies Their actions And circumstances Their work sick, And administrative, and And psychological.

### 1-2 The problem:

become Lab With the spirit Morale And satisfaction Colin on Their work from significant Modern that equipment Haha Education today, I have from the time to the spirit Morale when Colin look especially your element Basically from oven Motivation And broadcast Motivational, You are right On By factors Influential In it when she has from relationship came with Performance And achievement and Motivational productivity Tulin somehow Their work, And here in order to This is amazing the study agent on temperature the spirit Morale when My teacher sports in governorate The continent , Specifically Lost I tried This is amazing the study The answer on The following question: what reality Morale I have Teachers Sports in governorate The Qar?

**1-3 Research objectives:**

1. Design and construction of a questionnaire on the morale of sports teachers in Thi Qar Governorate.
2. Measuring the level of morale among sports teachers in Thi Qar Governorate.

**1.4 Research areas:**

**1.4.1 Human domain:** Physical education teachers in Thi Qar governorate.

**1-4-2 Spatial area:** General Directorate of Education Thi Qar.

**1-4-3 Temporal domain:** From 20/3/2023 to 20/6/2023.

**1-5 Defining Terms:**

Morale: It is a general psychological attitude that dominates the individual within the framework of the group to which he belongs, and determines the type of his emotional responses and reactions to the factors and influences surrounding him. <sup>(1)</sup>

**2-Research methodology and field procedures:****2.1 Research Methodology:**

The objectives of the study and its problem determine the type of method that will be used in the study, so the researcher adopted the descriptive survey method because of its suitability to the nature of the problem and achieving the research objectives.

**2.2 Research population and sample:**

The research community is 'all members of the phenomenon studied by the researcher', while the research sample is 'a number of individuals or objects selected according to a specific rule or method from the statistical community that represents this community, as the research community reached (600) teachers in the General Directorate of Education in Thi Qar Governorate, and the sample was selected by random method where it consisted of (380) employees, with a percentage (63.33%) of the research community, and the researcher selected samples from the research community in proportion to the main steps to solve the research issue and were as follows:

**Table (1) shows the distribution of the research sample**

Total	Sample Exploratory Experiment	Building Sample	Sample Key Experiment
380	30	200	150

**2.3 Methods and tools used in the research:****2.3.1 Means of collecting information and data:**

- Arabic and foreign sources.
- Internet
- Observation
- Personal interviews
- Questionnaire
- Tests and measurements

**2.3.2 Research Tools:**

- Computer (laptop) type (jijitsu)

- White paper (A4)
- Pencils
- Hand calculator (Kenco)

## 2.4 Main research procedures:

### 2.4.2 Research Instrument:

To achieve the objectives of the current research, it was necessary to build a measure of morale. To achieve this, the researcher relied on reviewing scientific sources and references and previous studies related to the science of public administration and sports management, in addition to reviewing some relevant scales and using the opinions of specialised experts in this field.

Through this work, the researcher identified six key areas that reflect morale, namely :

- Grievances and complaints .
- Absenteeism
- Material and moral potential .
- Decision-making .
- Group participation .
- and work cycles.

After identifying these domains, the researcher designed a questionnaire covering them and presented it to seven experts specialised in physical education, management and organisational science, testing and measurement, to review the validity of the proposed domains and suggest any necessary modifications.

Based on the experts' answers, some domains that did not receive sufficient agreement were excluded, as the calculated chi-square value for these domains was greater than the table value (3.84) at a degree of freedom (1) and an error level of (0.05). Some other domains were also modified. Finally, the acceptable domains were adopted based on the experts' agreement..

Grievances and complaints

3. Absenteeism
4. decision making Material and moral capabilities
5. Group participation

**Table (2) shows the percentage and value of ( $K^2$ ) for the expert opinions of the areas of the morale scale**

This service allows customers to issue a permit	Areas	repair	%	"It can't work."	%	Chi square (X <sup>2</sup> )	Sig	Significance
1	Grievances and Complaints	5	84	2	15:39	6.23	0.01	Legal
2	ABSENCE FROM DUTY	7	100%	Zero	Zero	7	0.00	Legal
3	Decision Making	6	92.30%	1	7.7%	9.30	0.00	Legal
4	Evaluate Courses of Action	3	A/69/23	4	30.77%	1.92	0.16	immaterial
5	Material and moral capabilities	5	84	2	15:39	6.23	0.01	Legal
6	Collective participation	7	100%	Zero	Zero	7	0.00	Legal

### **Determining the validity of the morale scale items:**

The researcher presented the paragraphs of the scale to experts and specialists after designing a questionnaire for the 54 paragraphs of the scale distributed in five axes in order to determine the validity of the paragraphs, as the researcher asked the experts and specialists to give their comments on the validity of the wording of the paragraphs, their content and integrity, the main areas and the link of each paragraph to the area in which it is placed, with their comments and suggestions about the two scales in general and the use of the five-degree grading scale.

After the experts and specialists provided their opinions and feedback on the scale items, the researcher analysed the results by extracting the percentage of responses and using the chi-square test as a criterion to determine the validity of the items. Paragraphs with a significance level of less than (0.05) were accepted, while paragraphs with a significance level exceeding this limit were excluded.

This analysis was based on the opinions of nine experts. Based on the results, the researcher excluded five paragraphs out of 49 paragraphs, namely paragraphs numbered: (11, 19, 23, 28, and 54).

### **2.4.4 Correcting the scale items:**

The researcher used the five-point rating scale after presenting it to a group of experts and specialists, and the rating scale for the scale paragraphs (response alternatives) consists of five alternatives (always, often, sometimes, rarely, rarely, never) and the method of correction is as shown in Table 3, and in order to reach the total score for each member of the research sample, the scores of the corresponding responses are summed with their selected alternatives.

Table (3) shows the rating scale and the method of correcting the paragraphs of the scale

Grade	Always	predominantly	On occasion.	Rare	[Roger] Never.
Correction	5	4	3	2	1

### **Exploratory Experiment for Metrics:**

The exploratory experiment is a practical training for the researcher that helps him to recognise the positives and negatives that he may face during the test, allowing the researcher to address them in advance.' After completing the design of the morale questionnaire and making it ready for application, the researcher conducted an exploratory experiment before the final application in an appropriate period, where the scale was distributed to a sample of (30) teachers from the Directorate of Public Education in Dhi Qar. This experiment aimed at creating the conditions for the success of the final application, determining the time required to fill out the form, which was found to take about (14) minutes, and making sure that the sample understood the scale's paragraphs correctly.

The aim of the experiment was to avoid any obstacles or difficulties that the researcher may face later. Therefore, the researcher explained how to answer the questionnaire to the sample members and gave them the opportunity to ask questions

## 2.6 The main experiment:

The researcher applied the main experiment by distributing the questionnaire forms of the scale in order to obtain and record information on (1/4/2023 to 20/4/2023) and the aim was to analyse the paragraphs by identifying the difficulty of the paragraph of the scale, the strength of the distinction of the paragraph and the effectiveness of the alternatives in the paragraphs of the scale and the main experiment was as follows:

### 2.6.1 Applying the questionnaire to the construction sample:

The morale questionnaire was distributed to the construction sample, which consisted of (200) teachers in the General Directorate of Education in Thi Qar.

### 3.6.2 Statistical analysis of the scale items:

It means "the study that depends on the logical, statistical and experimental analysis of the test units for the purpose of knowing their characteristics and deleting, modifying, replacing, adding or re-arranging these items in order to reach a stable and valid test in terms of length and difficulty."<sup>(1)</sup> There are many methods of statistical analysis, and the researcher relied on the method of the two extreme groups to analyze the scale paragraphs.

#### 2-6-2-1 Discrimination ability:

The discriminating power of the items is revealed by determining the total score of the sample individuals' answers in the study, then arranging the questionnaires in descending order. After that, two extreme groups are selected, representing 27% of the total sample that was subject to measurement: the first is the upper group, which includes individuals who obtained the highest scores, and the second is the lower group, which includes individuals who obtained the lowest scores. Thus, two equal groups were formed, each of which includes (54) individuals.

and To calculate the discriminating power of the paragraphs, the researcher used the (t) test as a criterion. After conducting the necessary statistical operations to extract the discriminating power of the paragraphs, the results showed that the discriminating power of the scale paragraphs ranged between (8.23) and (13.65). No paragraph was excluded, as it was found that all paragraphs had a high degree of discrimination..

#### 2-6-2-2 Internal consistency coefficient:

The researcher used this method to determine the degree of homogeneity between the questionnaire paragraphs, as some paragraphs may be repeated but measure different dimensions. To achieve this, the correlation coefficient (Pearson) was used to analyze the relationship between:

1. grades Testers On each paragraph and their total scores on the scale Fully.
2. The score of each domain of the scale and the total score of the scale.

Statistical analysis was performed using the Statistical Package for Statistics program.(SPSS) After completing the analysis process, the results showed that all paragraphs were consistent and interrelated with the scale.

### 2-6-3 Scientific foundations of the scale:

#### 2-6-3-1 Honesty:

Validity means that the test's mission is to measure and evaluate the trait for which the test was actually designed.<sup>(1)</sup> Validity is one of the most important criteria for test quality, and is considered one of the basic characteristics in constructing tests and scales. The researcher was keen to verify the validity of the scale through appropriate methods to ensure the accuracy and validity of the measurement.:

### 2-6-3-2 Stability:

Reliability is one of the basic properties of any test or questionnaire, and it means that the test gives approximately the same results when repeated under similar conditions.<sup>1)</sup>This means that the test measures the same thing consistently. To confirm the reliability of any measuring instrument, what is called a reliability coefficient must be calculated..

In this study, Cronbach's alpha method was used to calculate the reliability of the job stability questionnaire. This method is one of the most common methods for estimating the internal reliability of tests, and it is suitable for different types of questions.<sup>(1)</sup>This method was applied to a sample of 200 employees, using a statistical program.(SPSS), Cronbach's alpha coefficient was calculated to be 0.972. This value indicates a very high reliability of the test, meaning that the questions that make up the test agree greatly in measuring the same trait."

### 2.6.4 Standardised Scale Scores:

The raw scores obtained by the researcher from the application of the scale are not considered important or useful unless they are compared with other scores, because they do not give us an idea of what we are measuring unless they are converted into standardised scores, The raw scores must be processed statistically to convert them into standardised scores, as the standardised scores 'are the scores in which the score of each individual is expressed on the basis of the number of units of the standard deviation of his score from the average, and to obtain the standardised scores, the researcher used the statistical package (spss) to convert the raw scores into standardised scores where the following equation was applied: (raw score x 10+50) to obtain the standardised (Z-score) and adjusted (T-score).

Table (5) shows the standard and adjusted scores, the raw scores and the levels of the Job Stability Scale

levels	Z-score	Standard Score	Raw Score	Frequency	%
Very Good	3 - 1.8	68-80	245	23	11.5%
Good	1,8 - 0,6	56-68.	205	48	24%
Average	6	44-56	128/166	90	45%
Low	0,6 - 1.8	32-44	127	21	10.5%
Too low	1.8 - 3	20-32	88	18	9%

### 2.6.5 The skewness factor:

Data distributions often deviate from the ideal symmetrical shape, with values tending to cluster more around one end of the distribution. This phenomenon is known as skewness(1). If the values tend to cluster near the smallest values, the distribution is said to be 'right skewed' or 'positively skewed'. The opposite is true if the values tend to cluster near the largest values.

In this study, the skewness coefficient was calculated for the morale scale, and its value was 0.394. This positive value indicates that the distribution of the data is slightly

## 2-8 Statistical Methods:

- Spss was used to access the following statistical methods:
- Percentage
- Chi-square.
- Mean.
- Standard Deviation.
- Coefficient of variation.
- Test law for independent samples.
- Pearson's correlation coefficient.
- Fackronbach.
- Z-score and T-score.

## 3-Present, analyse and discuss the results:

In general sciences, whether theoretical or applied, we resort to a set of tools and methods to understand the phenomena we study. One of the most important of these tools is statistical analysis, especially in studies that rely on collecting data through questionnaires. Statistical analysis helps us transform raw data into valuable information, allowing us to test our hypotheses and reach accurate scientific results<sup>1</sup>

In this chapter, we present the results of applying the morale scale to a sample of physical education teachers in Thi Qar. The data was collected using a questionnaire and then statistically analysed using SPSS software. This analysis aims to answer the main question of the study which is: Was an accurate scale constructed to measure the morale of these teachers? This objective was achieved through the steps that were explained in detail in the previous section.3-1 Display the arithmetic mean and standard deviation of the scale:

Table (7) shows the arithmetic mean and standard deviation of the morale scale.

Level	Standard deviation	Hypothetical medium	Arithmetic mean	Sample application	Scale
High	23.76	147	179.78	150	morale

Table (7) showsThe arithmetic mean of the scale wasmorale(179.78) and the standard deviation (23.76) and the level was (high)

### 3-1-1an offer Arithmetic means and standard deviations ofgaugemoraleIts fields:



Table (8) shows Arithmetic means and standard deviations of gaugemorale And its fields

Statistic al significa nce	Error level	Hypot hetica l mediu m	Stand ard deviat ion	Arithme tic mean	Number of paragrap hs	gaugemorale And its fields	T
moral	0.00	30	4.30	36.27	10	Grievances and complaints	1
moral	0.00	30	4.49	38.45	10	Absenteeism	2
moral	0.00	27	5.11	40.62	9	decision making	3
moral	0.00	30	5.81	31.71	10	Group participation	4
moral	0.00	30	4.05	32.73	10	Material and moral capabilities	5
moral	0.00	147	23.76	179.78	49	gaugemorale	
Significant at the error level (0.00) and the significance level (0.05)							

### 3-2 Show results Levels gauge Morale, its analysis and discussion:

Table (18) Shows scale levels morale

percentage	Repetition	Raw Grade	Levels
10.66%	16	206-245	goodvery
26%	39	167-205	good
43.33%	65	128-166	middle
14.66%	22	89-127	weak
5.33%	8	88-49	Very weak

Table (22) shows that the number of employees of the Youth and Sports Directorates in the Southern Region who reached a very good level was (16). Teacher That is, a percentage of (10.66%) and the level is good (39) Teacher That is, a percentage of (26%) and the level is average (65). Teacher That is, the percentage is (43.33%) and the level is weak (22) Teacher That is, a percentage of (14.66%) and the level is very weak (8) Teacher That is, a percentage of (5.33%).

The disparity between the levels obtained by the researcher after analyzing the results obtained by applying the morale scale to the main research sample was clear and the reasons for this disparity are due to several factors, and among these factors are the sources of morale, as morale arises from many causes present in the work, and they are responses that not all individuals can agree with, as individuals differ in their degree of agreement according to the nature of their personalities in general. There must be human and social relations between the teacher and its effects are an increase in production efficiency, and after the experiments, interest and discussion in the subject of morale became very broad in order to perform better.<sup>(1)</sup>

## 5- Conclusions and recommendations:

### 5-1 Conclusions:

Based on the results of applying the scale to the study sample, the researcher reached the following conclusions:

1. The scale has proven effective in measuring the level of morale among physical education teachers in Thi Qar.
2. The results revealed a significant impact of morale on teachers' performance in their field of work.

### 4-2 Recommendations:

1. Paying attention to raising the morale of teachers is essential to achieving a positive and sustainable school work environment.
2. Working to improve the psychological, social and organizational conditions that affect their performance and job satisfaction..

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