Evaluation the degree of job stability among workers in youth and sports forums in Nineveh Governorate

Researchers

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Abstract

researchers used the descriptive approach to suit it and the research nature. The research sample consisted of workers in youth and sports forums in Nineveh Governorate.

The research sample included (50) randomly selected employees from the research community, representing (57%) of the research community. The research tool included two measures (psychological stability) prepared by (Tubail and two others, 2008). The researchers used the following statistical means: the arithmetic mean, mode, standard deviation, the torsion coefficient equation for (Carl Pearson), the simple correlation coefficient, the (T) test, the (Spearman-Brown) equation, the hypothetical mean of the scale, and the `percentage.

The researchers reached the following conclusions:

- Employees working in youth and sports forums in Nineveh Governorate. It has degree of job stability below the hypothetical average of the scale which indicates that they enjoy negative job stability that may affect academic and sports work

1.Introduction and Importance of Research

A sense of job security is one of the important components of psychological stability. " A sense of psychological security is one of the most important psychological needs of the individual, it is a complex psychological concept that involves the impact of its analysis on a sense of tranquility, security and self-peace, self-satisfaction, social adaptability, and the achievement of a positive concept of self " (Al-Ahmad , 2004 , 163) .

The individual's appropriate job is an area in which he satisfies his various material and psychological motives, strengthens his relationship with society, and achieves himself through it. Job stability is also a component of psychological stability " represents the amount of security and tranquility that the individual feels while working in the job, settling in it for as long as possible, in the best way when the requirements of work are available, and the working conditions are appropriate " (Zahran , 1998 , 434) .

The individual must be assured of his health, work, future, family, rights and social status which are important factors among the psychological needs that the organism needs, not satiety. The best way to achieve psychological stability is for individuals to achieve the goals they desire in accordance with their potentials, material and moral needs. As Freud " links between psychological security, physical security, and the achievement of the needs associated with it, sees that man fulfills his needs for the purpose of reaching a state of stability when failure threatens the self that has a feeling of distress and anxiety " (Ismail, 2006, 12).

Employees working in youth and sports forums are distinguished by their work, depend on them for the success of the administrative and sports process in

sports institutions as a result of the nature of their work and their implementation of administrative, scientific and sports tasks and duties. In addition to training sports teams in various events, they must maintain appropriate emotional control, carry out their work seriously and with interest, be always cooperative with colleagues, respect the opinions and views of others, and accept constructive criticism with openness. Therefore, taking care of their psychological and professional requirements, including achieving their goals and self in life is necessary for them.

There are a number of studies and researches that have adopted the topic of psychological stability, including (Jumaili, 2004), a study (Mustafa, 2005), a study (Ismail, 2006), and a study (Tabeel and others, 2008).

The importance of the research lies in studying the status of the job stability of employees working in youth and sports forums as an important educational, sports and social sector in society. They are educators, teachers and mentors , and a key element in building their personality in a sound psychological and social structure as well as trying to detect negatives and obstacles , address their working conditions.

Research problem:

Our contemporary society faces many economic, social and political problems. All of this problems have contributed to the fact that working individuals live under psychological pressure in life which causes a lack of adaptation to work conditions. This may result in dissatisfaction and stability that the methods of dealing followed by employees working in sports institutions, have an impact on the behavior of students and their sports achievements either negatively or

positively in terms of their desire to practice sports activities and participate them.

The research problem arises by identifying and evaluating the degree of job stability among workers in youth and sports forums, then highlighting the weaknesses, striving to provide the necessary requirements that lead to raising the level of job stability for the better. As it is the main driver of capabilities towards better achievement in administrative and sports work.

1.4 Research Objective:

1-3-1 The degree of job stability among workers in youth and sports forums in Nineveh Governorate shall be evaluated.

1-4 Research Assumption:

1-4-1 Most of the workers in the youth and sports forums in Nineveh Governorate enjoy a degree of positive job stability.

1-5 Research Areas:

1-5-1 Human Area: Employees working in youth and sports forums in Nineveh Governorate.

1-5-2 Temporal scope: Duration from 10/4/2023 to 25/6/2023.

1-5-3 Spatial scope: Halls and facilities of youth and sports forums in Nineveh Governorate.

1-6 Definition of terms:

1-6-1 Functional stability: It means "a state of psychological comfort felt by the individual as a result of freedom from fear and anxiety, a sense of

psychological security, stability at work, the ability to self-control, moderation in emotion, and expressing it in a mature and balanced manner" (Ismail, 2006, 15).

2- Theoretical studies and previous studies:

2-1 Theoretical Studies:

2-1-1 The concept of psychological stability:

Psychological stability is one of the important topics and has great effectiveness in the sustainability and continuity of human life in a way that ensures its success and development for the better. It is human nature to seek balance. Human behavior is regulated by the tendency to reduce the arousal resulting from unpleasant tensions.

Existential philosophy confirms that a balanced personality is able to express emotions correctly away from the state of oppression and repression. It expresses authentically and does not suppress it chronically. Existentialism believes that stability and mental health as a way of life are in contrast to suppression, secrecy and submission. Authentic existence aims to be courageous and explicit expresses clearly what one wants all situations (May Warvin , 1999 , 36) .

It means "the ability of the individual to reconcile the requirements and the environment to achieve psychological balance and a sense of reassurance " (Al-Daba 'i, 2003, 21). Andrew has " linked the concept of psychological security to

a sense of self-fulfillment resulting from income factors, work conditions, and social relations" (Ismail, 2006, 12), so the psychological stability of the individual helps him to perform mental functions and tasks in a coordinated and regular manner, thus achieve stability for the individual a better degree of success in his work. It must " emphasize the importance of a sense of security and its impact on the individual's production, the negative impact of anxiety and insecurity as the individual needs psychological security to enjoy a balanced personality" (Duani and Eid , 1983 , 48) .

The best way to achieve psychological stability is for the individual to achieve goals consistent with his material and moral capabilities that the natural and psychologically stable person " is the one who achieves for himself the achievable goals with freedom from fantasies and illusions. It faces reality when necessary that the secure and stable individual sets for himself realistic goals that do not go beyond the limits of his energies and ability. The individual improves the estimation of his abilities to what he is capable of" (Ismail , 2006 , 10) .

2-1-1-1 Theories and views of psychological stability:

Psychological stability is viewed from the religion's point of view as moderation and the ability to form stable, morally, socially and religiously good relationships, self-assurance and comfort, whether physical or psychological. It also means peace of mind from all the problems, pressures, or concerns whether personal or social problems. Religion is an essential element of psychological life, (Junk) says that religion affects the clarity, balance and guidance of human psychological life, the achievement of the goal of life (Zahran, 1998, 126). As "psychological stability is achieved by inter alia certainty of the truth that the soul is safe without fear or sadness. It ends with its hopes and desires to its Lord

that psychological security is the psychological state that occurs thanks to God Almighty from reassurance, stability and tranquility, and freedom from anxiety" (Ismail, 2006, 19).

According to Ray (Alport), it is the mature and psychologically stable person who is in a constant state of fitness, the immature or psychologically unstable person who has hindered his growth, failed to achieve fitness and believes (Alport) that each of us needs to be safe and protected (Saleh, 1988, 189).

From Freud's point of view, the human personality consists of three basic elements:

- Id: It is that part of the subconscious that works according to what it calls (Freud) the principle of pleasure, works to reduce tension, and struggles to urgently satisfy needs without postponement or delay for any moral reason, or because of habits or other reasons dictated by the facts of daily life.

- The ego: It is also called the realistic or emotional self, it works according to what it calls (Freud) the principle of reality because it deals with the external environment on the basis of taking into account reality, systems and values. The ego arises from innate motives, but it is separated from it as a result of experience and training. It also plays its formation other basic factors such as intelligence and emotional balance.

- The supreme ego: The primary function of the supreme ego is to strive towards the achievement of moral principles and perfection rather than being realistic to control behavior. It falls between feeling and unconsciousness as a result of their interaction (Al-Helw and Zamirak, 2004, 172-173). As "these three systems must work in forming the personality an organized, coordinated and cooperative manner among themselves to achieve psychological stability for the individual " (Al-Jaafari , 2002 , 44) .

Stability " tends to build the ego or increase the individual's sense of self-importance clearly. As the concept of the self refers to the compatibility level of the individual and theorists of harmony of the self-attribute the stability of the personality to the crystallization of the self-concept at the beginning of human life" (Al-Maliji and Helmy , 1971 , 39) .

Adler believes that there is a fundamental force behind human activity which is the struggle to move from a state of incompleteness to a state of perfection. It is the transition from a feeling of incompleteness to a feeling of superiority , the feeling of incompleteness leads to incompatibility and the struggle for superiority leads to compatibility and psychological stability (Al-Dahri and Al-Obaidi, 1999 , 205) .

LITERATURE REVIEW

2-2-1 Study (Ismail , 2006) :

"Psychological Stability for Mosul University Teachers"

Research objective:

- Building a measure of psychological stability in the teaching staff of the University of Mosul.

- Identifying the psychological stability level of the teachers of the University of Mosul.

- Identifying the differences in the level of psychological stability among the teachers of the Mosul University according to variables : (gender , specialization , social status, scientific title, and years of service) .

The researchers used the descriptive approach in the survey method. The research sample consisted of (493) randomly selected teaching staff and (20%) of the research community distributed among (6) faculties at the University of Mosul for the academic year (2005-2006). The research tool consisted of the

psychological stability scale for teaching at University of Mosul which was prepared by the researchers to suit the research requirements by adopting the scientific procedures in the construction of the Maqqam Yas. It includes the structural validity of the paragraphs represented by (b) the statistical analysis of the paragraphs) in a stylistic manner (the total of two opposites, and internal consistency). The researchers used the following statistical means: the arithmetic mean, the standard deviation, the percentage, the Pearson correlation coefficient, the T-test for one sample, two independent samples, and the analysis of the unitary variation. The conclusions showed the following:

- The teachers of the Mosul University have a higher level of psychological stability than the hypothetical average of the scale.

- There are significant differences in the psychological stability according level to the gender variable (males and females) for the benefit of males .

- There are no significant differences in the level of psychological stability according to the variable of the scientific title, the moral difference between the two groups with the scientific title (the professor and the assistant teacher) in the interest of the professor. There are no significant differences in the psychological stability's level according to the variable of years of service. (Ishmael, 2006, 14-66).

Research procedures

3-1 Research Methodology

The descriptive approach used in the survey method to suit it with the nature of the research.

3-2 The research community and its appointed:

3-2-1 Research Community:

The research community included 87 employees of the Youth and Sports Forums in Nineveh Governorate, distributed among the departments of the Nineveh Governorate Forums, as shown in Table (1).

3-2-2 Research sample:

The research sample included (50) randomly selected employees from the research community with a fixed percentage of (57%) from the research community.

Table (1)
Research Community and Sample

Sr	Internet forum	Number of members of the research community	Percentage Research Community	Number of members of the research sample	Percentage Research Community
1.	Al-Andalus	7	8%	7	14
2.	Al-Hadbaa	9	10%	8	16%
3.	Mosul	7	8%	6	12%
4.	Al-Karama	9	10%	7	14%
5.	Umm Al-Rubaieen	11	12	7	14%
06	Tal Afar	12	13		
7	Alqosh	10	11		
8.	Bartella	12	13	4	8%
9.	Hamdaniyah	10	11	5	10%
Research Community and Sample		87	100%	50	87%

The researchers used the psychological stability scale for physical education teachers with degrees (doctorate, master's, and bachelor's degrees) working in the units of physical and technical education in faculties of University of Mosul which he prepared (Tubail and others, 2008) for the purpose of adapting the scale to the current research community. The researchers conducted the

scientific procedures followed, represented by (the scientific transactions of the scale).

3-4 Scientific coefficients of the scale:

3-4-1Validityof the scale:

3-4 - 1 - 1 The apparent validity of the scale:

The paragraphs and areas of the scale were presented in the form of a questionnaire addressed to number of experts and specialists in the field of mathematical theoretical sciences. As they were asked to express an opinion on the validity of the fields and paragraphs of the scale in proportion to the current research community. This   procedure is an appropriate means to verify the validity of the scale and Appendix (1) shows this. Owais indicates that "we can prepare the test honestly after presenting it to number of specialists and experts in the field measured by the test. if the experts acknowledge that this test measures the behavior that was set for its measurement , the researcher can rely on the judgment of experts " (Owais , 1999 , 55) .

After analyzing the responses and observations of the experts, the sincerity of the experts was extracted through the percentage of agreement of the experts and specialists on the validity of the paragraphs of the scale. As the paragraphs agreed upon were accepted (75%) and more than the opinions of the experts, as "the researchers must obtain a percentage of agreement for the experts in the validity of the paragraphs, the possibility of making amendments by at least (75%) more than the estimates of the experts in this type of sincerity " (Bloom et al., 1983, 126). By this measure all the paragraphs of the scale (28) paragraphs obtained a percentage of agreement (100%).

3-4-1.2 Content validity of the scale:

This type of honesty has been achieved in the research tool by clarifying the concept of each field of the scale as well as the classification of the paragraphs of each field. As "the basis in it is focused on each field of the scale, the extent to which it contains appropriate paragraphs, the logical design of the paragraphs

of each field and the extent to which it covers it " (Faraj , 1980, 306) "the validity of the content of the test depends mainly on the extent which the test can represent the contents of its elements as well as the positions and aspects that it measures honestly and homogeneously" (Al-Hakim , 2004 , 23) .

3-4-2 Stability of the scale:

For the purpose of obtaining the stability of the scale, the method of half-splitting was used using the method of paragraphs (single and even). As (30) was corrected then divided into two halves, the first half represents the paragraphs with individual sequences and the second half represents the paragraphs with even sequences. The simple correlation coefficient (Pearson) was used between the scores of the two halves of the scale. So, the calculated value of (t) appeared equal to (0.78), as "the correlation between the scores of each halves of the test is considered as the internal consistency of the half of the test only and not of the test as a whole " (Abu Hatab , 1993, 116). To obtain an unbiased estimate of the stability of the test in its entirety, the Spearman-Brown equation was used as the value of the total stability coefficient was (0.88) , which is statistically indicative of the stability of the scale .

3-5 Description of the scale and its correction:

The Job Stability Scale for the Faculty of Physical Education and Sports Sciences at the University of Mosul Appendix (2). The scale is damaged in its final form of (28) paragraphs, (14) are positive paragraphs and (14) are negative paragraphs distributed over (3) areas as shown in Table (4). The response to the paragraphs of the scale is done through three alternatives that are given weights (always, three), and (sometimes, two), and (never, one degree) for the positive paragraph. It will be vice versa for the negative paragraph, the upper total score of the scale is (84) degrees, while the lower total score of the scale is (28) degrees.

[Table 2]
Shows the distribution of paragraphs across the areas of the Stability Scale

This service allows customers to issue a permit	Areas	Sequencing of the vertebrae	Total
1.	Psychological stability	1 , 3 , 5 , 8 , 11 , 14 , 16 , 18 , 23 , 25 , 27 , 28	**12**
2.	Psychological security	6 , 9 , 12 , 17 , 19 , 20 , 26	**7**
3.	Emotional balance	2 , 4 , 7 , 10 , 13 , 15 , 21 , 22 , 24	**9**
Total sum			**28**

3-6 Application of the scale:

The scale was applied to (50) employees with at least a bachelor's degree as the method of answering the paragraphs of the scale was explained by placing a mark (   ). In front of each paragraph and under the alternative that he deems appropriate, noting that the answer is on the scale booklet itself. Then, the scale booklets were collected from the testers and they were corrected. So, the score of the laboratory on the scale is the sum of its scores on all the paragraphs of the scale.

Statistical means

- Met the hypothesis of the scale (Allawi, 1998, 146).

- Percentage (Omar et al., 2001, 88-90).

The statistical portfolio program (spss) was used in the statistical processing of data.

4- Presenting , results and discussion

4-1 Presentation and analysis of the research results of the sample in the measure of job stability:

It was ascertained that the scale was appropriate for the research sample, and that the distribution was normal by equating the torsion coefficient of (Carl Pearson) , Table (3) shows this .

TABLE 3
The arithmetic mean, standard deviation, mode, and torsion coefficient are shown for the answers of the research sample on the Job Stability Scale

Statistical Parameters ╲ Module	SAMPLE	Arithmetic Mean	Standard Deviation	Mode	Modulus of torsion
Job stability.	50	A/53/26	6.65	58	0.71

Torsion is normal, and tests are appropriate for the sample if the torsion coefficient falls between (±1) (Al−Taraji, 1980 , 204−206) .

4−2 Presentation, analysis and discussion of the results of the evaluation of the degree of job stability in the research sample:

To assess the degree of job stability in the research sample, the researchers found the hypothetical average of the scale compared it with their arithmetic average. Job stability will be classified into positive job stability and negative job stability on the basis that the average of the sample that is significantly higher than the hypothetical average of the scale is positive job stability. While the non−material value represents job stability within the limits of the hypothetical average. Whereas the values below the hypothetical average represent negative job stability, Table (4) shows this .

table (4)
Shows the arithmetic mean, standard deviation, hypothetical mean and calculated value (V)
and the value (sig) of the research sample in the two measures of job stability

Statistical Parameters ╲ Module	SAMPLE	Arithmetic Mean	Standard Deviation	Hypothetical average	Calculated value	‖UNTRANSLATED_CONTENT_START‖ (sig)قيمة ‖UNTR

						ANSLATED_CONTE NT_END||
Job stability.	50	A/53/26	6.65	56	2.91	0.005

Moral at a significant level ≥ (0.05) .

Table (3) shows that the arithmetic mean of the answers on the job stability scale was (53.26) degrees with a standard deviation of (6.65) degrees when calculating the differences between the average of the sample scores and the hypothetical average of the scale of (56) degrees. Using the T−test for one sample, the calculated value of (T) was (2.91) degrees, while the value of the probability level (sig) of the scale was (0.005) which is smaller than the value of the significance level (0.05). It indicates that the difference is significant between the two means in favor of the hypothetical average of the answers of the research sample on the scale.

The results showed that the staff of the Youth and Sports Forums have a level of job stability below the hypothetical average. This indicates that the result is somewhat negative.

The researchers attribute this result to the exposure of the staff of the youth and sports forums to behavioral problems in society , difficult conditions as a result of the negative life pressures they are exposed to. This in turn negatively affected their level of job stability and confirmed by (Kassin) , " The human being achieves the satisfaction of his needs for safety and stability through his presence in a secure society governed by the regime , or during a stable work in which he feels stable, or through the spiritual and religious values he believes in" (Kassin , 2001 , 300) .

The psychological nature of the human being is stability. Whenever a person is psychologically stable, creativity is present in all fields. A psychologically stable person is always optimistic, tries to progress and work as possible to achieve goals and a good level of self. A compatible and psychologically stable person is

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* **The hypothetical average of thescale :**
  = The total weight of the alternatives × the number of paragraphs ÷ the number of alternatives (Allawi , 1998 , 146) .

one who can satisfy his physiological and psychological needs according to their priorities. "The individual's sense of confidence and reassurance for others is formed through his sense of satisfying basic needs, including the need for security " (Saad, 1999, 27). "A person must know the limits, capabilities and abilities with which he can satisfy his desires so that they come realistic and achievable " (Fahmy , 1970, 146). Psychological security is also linked to the human ability to achieve adaptation and happiness in the fields of work. "Psychological stability and the accompanying stability and balance in the emotional state of the individual along with his sense of security and stability in the job. Satisfaction with it can be linked to or affect many variables such as self-confidence, responsibility, and the concept of self "(Ismail, 2006, 13).

Conclusions and recommendations:
Conclusions

- Workers in youth and sports forums in Nineveh Governorate generally have a degree of job stability below the hypothetical average of the scale. It indicates that they enjoy negative job stability that may affect administrative and sports work.

5.2 Recommendations

- Enhancing the degree of stability of workers in youth and sports forums in Nineveh Governorate as an important nucleus in society, depends the success of the administrative process and sports activities. Therefore care must be taken of their psychological and professional requirements.
- Identifying the negative cases and obstacles that led to a low degree of job stability among workers in youth and sports forums in Nineveh Governorate, trying to diagnose the problems they face developing the appropriate treatment.

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