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Functional normalization and its relationship to administrative renewal among technical supervisors in the sports activity of the Directorate of Education of Thi Qar

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Abstract

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The importance of the research is reflected in the knowledge of the relationship between functional normalization and its relationship to administrative renewal among the technical supervisors of the Department of Sports Activity in the Directorate of Education of Dhi Qar. The research aimed to identify the significance of this relationship. The researcher used the descriptive approach in the method of correlational relations to suit the nature of this study and its objectives. The study sample included (25) technical supervisors in the Department of Sports and School Activity in the education of Dhi Qar Governorate. Functional normalization and its relationship to administrative renewal were measured using the two measures of functional normalization and its relationship to administrative renewal. One of the most important conclusions reached by the researcher is that there is a significant correlation between functional normalization and its relationship to administrative renewal of artistic supervisors in the Department of Sports and School Activity in the education of Dhi Qar Governorate.

1-Introducing the research

1.1 Introduction and relevance of the research

Management science has a great impact on the progress of human civilization, it affects human activities, improves their performance , develops their skills , and increases their efficiency. Implementation requires many individuals , as it requires setting specific goals for these activities, organizing work, interpersonal coordination, guidance and supervision. As one of the most important institutions of society , the effectiveness of the educational institution depends on the extent to which the expectations of society are met, and in order for the educational institution to achieve the required level, adequate human and material resources, appropriate organizational structures, rational availability of policies, qualified staff and appropriate working conditions, these factors lead to job stability.

Job stability is an important factor in achieving organizational goals and enhancing trust between management and employees , which helps to develop the organization's ability to survive and continue to grow. For individuals and institutions alike , job stability leads to many positive results, including the administrative creativity of both institutions and individuals. Executive creativity is one of the most important factors in the performance and achievement of successful and distinguished organizations, which seek to make a qualitative leap and radical changes in work methods, support individuals working in them, and encourage their creative behavior, so that they become more efficient and effective. Creativity means continuous change through flexibility , providing the appropriate climate and administrative environment for creativity , empowerment and participation in decision-making , and giving subordinates an opportunity to perform their work freely and independently. what they are and lead to results While technical supervisors in general should be creative and innovative in their ideas and approaches and have motivating managerial generosity that enables workers with them to engage in the process of innovation and creativity and the constant effort to support and attract the creative element, thus you watch him

encourage his employees to come up with new creative and innovative ideas. Therefore , each teacher is asked to come up with innovative ideas for specific problems or formulate specific visions to achieve specific goals in a specific field and aspect of the school's educational work each school year, so that these solutions carry in their secrets excellence and novelty. The importance of innovation , which is the importance of the technical supervisors of the research department in understanding the relationship between job stability and executive creativity.

Research problem:

Job stability is one of the important topics in all aspects of administrative work, and it represents one of the basic and important factors required to provide scientific and practical experience and various skills for individuals working in all aspects of administrative work, especially in this field of technical supervision. Work requires the stability of working individuals, meeting their needs and satisfying their desires. In turn, it enhances morale, makes them more visible and interested in the work, and stimulates the emergence of creativity to increase the effectiveness of the level of technical supervision. Based on the above, the problem of the study was to identify job normalization and its relationship to administrative renewal among the technical supervisors of the Department of Sports Activity in the Directorate of Education of Thi Qar and answer the question : Does job stability have anything to do with the administrative creativity of the technical supervisors of the Department of Sports Activity in the Directorate of Education of Thi Qar?

Research Objectives

1- Identifying the level of job stability of the technical supervisors of the Department of Sports and School Activity in the Directorate of Education of Thi Qar.

2- Identifying the level of administrative creativity of the technical supervisors of the Department of Sports and School Activity in the Directorate of Education of Thi Qar.

3- Identifying the relationship between job normalization and its relationship to administrative renewal among the technical supervisors of the Department of Sports and School Activity in the Directorate of Education of Thi Qar.

4. Research hypothesis

- There is a significant correlation between job normalization and its relationship to administrative renewal among the technical supervisors of the Department of Sports and School Activity in the Directorate of Education of Thi Qar.

Research Area

1-5-1 Human field: Technical supervisors of the Department of Sports and School Activity in the Directorate of Education of Thi Qar

1-5-2 Mandatory domain : Duration from 4/7/2202AD to 12/4/3202AD .

1-5-3 Spatial scope: Department of Sports and School Activity in Thi Qar Governorate.

Identifying terms

1-6-1 Job stability: "It is the employee's survival in the work he occupies and ensuring his stability by motivating and promoting him and providing appropriate conditions and conditions for work" (22:4) .

1-6-2 Administrative creativity: "It is all the processes practiced by the individual within the organization and is characterized by originality, fluency, flexibility, risk-taking , the ability to analyze and depart from the norm, whether for the individual or the organization in which he works and sensitivity to the problems that result from dealing with the environment" (185:9) .

2. Research Methodology and Procedures in the Field

3-1 Research Methodology

The researcher used the descriptive approach in the style of correlational relationships, in order to suit the nature of the problem to be solved.

3-2 The research community and sample

The research community was identified by the employees of the Sports Activity Department in the Directorate of Education in Thi Qar. As for the research sample, it was deliberately selected from the technical supervisors of the Sports Activity Department in the Directorate of Education in Thi Qar, which numbered (25) supervisors , and (8) technical supervisors were selected to conduct a reconnaissance experiment on them .

2-3 Means, devices and tools used in the research

2.3.1 Means of gathering information

Arab and foreign sources – Internet – Questionnaire – Metrics .

2-3-2 Appliances and tools used

Dell Laptop – Pens .

2-4 Search Tool

First : The Job Stability Scale: The researcher adopted the scale prepared by (Bassem Mohammed Saleh Kanno 2020) (133:2) Appendix (1) , and the scale consists of (34) paragraphs, and the respondent answers the scale in light of a five-graded scale (strongly agreed, agreed , neutral , disagree, strongly disagree) , and the scores are given from (5-1) respectively , and the lowest score on the scale is (34) degrees , and the highest score is (170) degrees , with a hypothetical average of (102) , and the scale is corrected through the scores collected by the respondent on all paragraphs .

Second : Administrative Creativity Scale: The researcher adopted the Administrative Creativity Scale (1 : b) Appendix (2) , which consists of (13) paragraphs, and the respondent answers the scale in the light of a five-graded scale (strongly agreed, agreed, neutral, not agreed, strongly disagree) , and the scores are given from (5-1) respectively , and the lowest score on the scale is (13) degrees , and the highest score is (65) degrees , and a hypothetical average of (39) , and the scale is corrected through the scores collected by the respondent on all paragraphs .

Despite the use of the two scales in the Iraqi environment and the fact that the scientific transactions are verified and reliable, the researcher presented the two scales to a number of experts and specialists in the science of sports management who confirmed the validity of the two scales to measure what they were prepared for after making some minor adjustments in line with the nature of the study and the sample. This is what achieves the validity of the content of the two scales. The researcher then conducted an exploratory experiment on a sample of non-main research sample and the community of origin, namely (8) educational supervisors specializing in sports education to verify the stability of the two scales by applying the two scales and reapplying them after (14) days from the first application, and then finding the correlation coefficient between them, and the correlation coefficients were high, which achieves the stability of the two scales.

2.4 Key Experience

The two measures of functional normalization and its relationship to administrative renewal were applied to the main experiment sample starting from 22/8/2022 until 12/10/2022 .

2-5 Statistical Means

The Statistical Portfolio for the Social Sciences (SPSS) was used in the analysis of research data, and it used the following means:

Arithmetic mean – standard deviation – Pearson's simple correlation coefficient (t) .

3-Presentation, analysis and discussion of the results

3-1 Presentation and analysis of the computational media, standard deviations and hypothetical mean of the results of the job stability measure among the technical supervisors of the Sports Activity Department in the Directorate of Education in Thi Qarut

Table (1)

Shows the arithmetic media, standard deviations and the hypothetical mean of the results of the job stability measure among the technical supervisors of the Sports Activity Department in the Directorate of Education of Thi Qar

Variable	Arithmetical mean (Maths.) (s)	Standard deviation (Maths.)	Hypothetical mean
Stabilization of employment	421.	8.77	102

Table (1) shows the values of the arithmetic means, standard deviations and the hypothetical mean of the results of the job stability measure among the technical supervisors of the Sports Activity Department in the Directorate of Education in Thi Qar, as it was shown that the value of the arithmetic mean is (137.421) and the standard deviation is (8.77), which is greater than the hypothetical mean of (102). This indicates that the managers of the forums affiliated with the Directorate of Youth and Sports in Thi Qar Governorate have job stability.

3-2 Presentation of the computational media, standard deviations and the hypothetical medium of the results of the Administrative Creativity Scale among the technical supervisors of the Sports Activity Department in the Directorate of Education in Thi Qarut

Table (2)

Shows the arithmetic media, standard deviations and the hypothetical mean of the results of the administrative creativity scale among the technical supervisors of the Sports Activity Department in the Directorate of Education of Thi Qar

Variable	Arithmetical mean (Maths.) (s)	Standard deviation (Maths.)	Hypothetical mean
Administrative Creativity	226.	4.39	39

Table (2) shows the values of the arithmetic means, standard deviations and the hypothetical mean of the results of the administrative creativity scale among the technical supervisors of the Sports Activity Department in the Directorate of Education in Thi Qar, as it was shown that the value of the arithmetic mean is (49.226) and the standard deviation is (4.39), which is greater than the hypothetical mean of (39), and this indicates that the technical supervisors have administrative creativity.

3-3 Presenting and analyzing the results of the correlation between job normalization and its relationship to administrative renewal among the technical supervisors of the Sports Activity Department in the Directorate of Education of Thi Qarout and analyzing them.

Table (3)

Shows the arithmetic circles, standard deviations, and the value of the simple correlation coefficient of the two measures of job normalization and its relationship to administrative renewal among the directors of the forums affiliated with the Directorate of Youth and Sports in Thi Qar Governorate.

Treatments Variable	Unit of Measurement	Arithmetical mean (Maths.) (s)	Standard deviation (Maths.)	Correlation coefficient (Maths.)	Sig.	Statistical significance
Stabilization of employment	Point (Phys.)	421.	8.77	0.793	0.000	corporate
Administrative Creativity	Point (Phys.)	226.	4.39			

* Moral at a level of significance $< (0.05)$ and in front of a degree of freedom (23)

Table (3) shows that the value of the arithmetic mean of the Job Stability Scale (137.421) and a standard deviation (8.77). The value of the arithmetic mean of the Administrative Creativity Scale was (49.226) and a standard deviation (4.39). The value of the calculated simple correlation coefficient was (0.793)

and at a level of significance (0.000), which is less than the level of significance (0.05) and a degree of freedom (23). This indicates that there is a significant correlation between job normalization and its relationship to administrative renewal among the technical supervisors in the Department of Sports and School Activity.

3-4 Discussion of the results

From the presentation and analysis of the results in tables (2,1), it was shown that the degree of job stability of the research sample is greater than the hypothetical average, which indicates that the managers of the forums affiliated with the Directorate of Youth and Sports in Thi Qar Governorate have job stability, which affected their ability to administrative creativity, which showed the high level of the sample also in administrative creativity, as when stability is achieved for the educational supervisor at work, it leads to consolidating the relationship of supervisors with each other and improving the relationship also between supervisors and teachers, and therefore this will positively return to educational institutions. When the technical supervisor feels job stability, whether psychologically, socially, financially, environmentally, or administratively, it will help to raise the level of activity and ambition of the supervisor. It also raises the morale of the supervisor and gives him motivation to achieve, he accepts the work with openness without feeling laziness, tension or boredom, and this is confirmed by Suleman Al-Far and others (2006) that the educational supervisor's sense of importance generates a strong sense of belonging to work and away from feelings of alienation from this work, and therefore his degree of protection and desire to perform strongly and be reassuring (73):7) .

Al-Enezi (1985) believes that job stability is generated when an individual feels satisfied and defines satisfaction as a behavioral concept that measures the extent to which an individual accepts his job in all its aspects , and thus reflects the degree of his happiness, stability and creativity in it, and the satisfaction that

the job achieves for him of his multiple needs that he wishes to satisfy in terms of his job performance (24:5) .

Creativity has now become the greatest hope for the human element to solve many of the problems it faces , so the future of nations depends not only on its workforce, but on providing an excellent type of workers, that is, on creative individuals in various fields (5:8) .

Table (3) also showed a significant correlation between job normalization and its relationship to the administrative renewal of technical supervisors in the Department of Sports and School Activity in the Education of Thi Qar Governorate. The researcher attributes this moral relationship to the logical result in the educational supervisor of job stability and reassurance when the appropriate atmosphere is available, which pushes him to perform his duties in the field of supervision and his desire to give, which earns him experiences that lead to continuity in progress and success in work.

The director of the forum of the Directorate of Youth and Sports must also enjoy good social relations with school administrations and with fellow teachers and the community because the personality of the educational supervisor is a social and strong personality and he is loved and close to all colleagues and teachers as a result of being a former teacher of physical education and practicing various physical education and sports lessons, which leads this supervisor to further progress and creativity in his field of work. Nasser Qasimi (2017) points out that social relations within the institution are more complex than we imagine. It is not a material field represented in the performance of management and production roles, but rather it is a social, cultural, competitive and cooperative field. All these elements affect in any way the effectiveness of the educational institution (194:10) .

This moral relationship between job normalization and its relationship with administrative renewal has a great role in establishing relations with the surrounding community, which positively affects the work of the supervisor.

Social relations include colleagues and teachers and the supervisor's relationship with school administrations. These factors have a great and direct impact on his work. The more the supervisor's relationship with the surrounding community is strong and good, this leads him to stability in his work and his supervisory skills are very high and pushes him towards creativity and progress (85:3) .

It is also one of the factors that help to develop administrative creativity, the daily work environment and the influences faced by the supervisor, which have an impact on administrative creativity. We find that the good philosophy adopted by the administration in dealing with workers and the positive outlook by the administration towards them leads to building good relations between the administration and workers. This leads to a good degree of job stability, which leads to more giving and giving by workers, which thus leads to the creation and release of their creative capabilities. Simplifying work procedures and killing inertia and red tape will also lead to this result (91:6) .

Conclusion and recommendations

4.1 Conclusion

- 1-The technical supervisors of the Sports Activity Department in the Directorate of Education in Thi Qar have job stability.
- 2-The technical supervisors of the Sports Activity Department in the Directorate of Education in Thi Qar have administrative creativity.
- 3- There is a significant correlation between job normalization and its relationship to administrative renewal among the technical supervisors of the Sports Activity Department in the Directorate of Education in Thi Qar.

4.2 Recommendations

- 1-Enhancing the job stability of the technical supervisors in the Department of Sports Activity in the education of Thi Qar Governorate in particular and the technical supervisors in general in Iraq by satisfying their needs and requirements .

2- Enhancing the administrative creativity of the technical supervisors in the Department of Sports Activity in the education of Thi Qar Governorate in general and the technical supervisors in general in Iraq, especially in Iraq, by holding seminars in the fields of various management and developing their creative sense.

3- Encouraging administrative creativity among technical supervisors in general and technical supervisors in particular in Iraq by working to achieve their satisfaction and job stability.

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APPENDIX (1)

Stabilization of employment

#	Statement	Strongly agree	Agreed.	Neutral	disagree	Strongly disagree
1	My monthly salary is commensurate with the effort I make at work					
2	I receive transportation fees and health insurance on an ongoing basis					
3	A clear and transparent system of bonuses, incentives and bonuses is available					
4	A loan and advances system is available and accessible to the educational supervisor					
5	There is a financial specialization suitable for the needs of the physical education lesson					
6	I have good social relationships with my co-workers					
7	I help teachers when they need help and they reciprocate					
8	My positive relations with school administrations					
9	I share my personal privacy with my colleagues and they					

	reciprocate					
10	I have a positive relationship with physical education teachers					
11	A special room is available for physical education teachers equipped with basic needs					
12	Sports tools and devices for the physical education teacher are available in schools					
13	Schools have yards and playgrounds for physical education lessons					
14	The security situation affects my performance as an educational supervisor					
15	The work I do makes me feel respected by others					
16	I feel that my work is comfortable and free of difficulties					
17	My health condition does not hinder me from performing the profession of supervision					
18	The distance between my work and my place of residence does not affect my job performance					
19	My own problems and circumstances do not affect my job performance					
20	I feel stressed and nervous because of my job					
21	I feel proud and self-confident as a physical education supervisor					
22	I feel bored and routine practicing my work as a physical education supervisor					
23	I want to leave my job and find an alternative job					
24	I deal fairly administratively with all teachers					
25	The management periodically follows up on my performance and works to improve and develop my level					
26	Working hours are in line with my abilities and capabilities					
27	Management shares decisions about my work					
28	Management listens to my ideas and suggestions					
29	Opportunities for self-development and study completion are available					
30	My working hours are monitored in the supervisory body					

31	The success of the technical supervisory body in which I work					
32	The view of the Technical Supervisory Body of Physical Education that it is without other subjects					
33	Lack of playgrounds and yards in schools of safety and security procedures					
34	I find it very difficult to use modern methods in the field of educational supervision					

Annex (2)

Administrative Creativity

#	Statement	Strongly agree	Agreed.	Neutral	disagree	Strongly disagree
1	I try to apply new methods and techniques to solve any problem I face at work					
2	I do my work in a sophisticated and new way					
3	I make sure to provide suggestions and new ideas					
4	Have a strong argument and the ability to persuade					
5	I have the freedom to express my opinions and suggestions even if they are contrary to my boss					
6	Make sure I have the skill to discuss and dialogue with others					
7	Pay attention to opinions that are contrary to my views and take advantage of them					
8	I seek new ideas and suggestions that contribute to solving business problems					
9	I make sure to take advantage of the criticisms and observations that are directed at me					

10	I think everyone trusts my abilities and leadership					
11	My ability to deal with business issues					
12	Have an accurate view of business issues					
13	My ability to anticipate and deal with work problems before they occur					