



## Job encouragement by deans for faculty members in colleges of education from their point of view

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### Abstract

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The aim of the current research is to identify the reality of job motivation. The research areas were represented by the human field, consisting of members of the teaching staff at the Universities of Baghdad and Al-Mustansiriya. The period from 6/5/2023 until 8/24/2023 represents the temporal field. As for the spatial field, it is represented by the faculties of Physical Education and Sports Sciences at Baghdad University and Al-Mustansiriya University. The researcher determined the restricting of the teaching staff in the faculties of Physical Education and Sports Sciences at the universities of Baghdad and Al-Mustansiriya, with (364) members as a research community. The research sample, which included (182) faculty members, was intentionally chosen with a percentage (50%). The researcher recommended the need to encourage academic decision-makers to be fair and equal among faculty members, especially in terms of motivation. He also recommended adopting the principle of equality in financial incentives equally among teaching staff in addition to necessarily providing some warnings and instructions to teaching staff before imposing any penalty against them.

## **Introduction**

### **The importance of the research:**

- Job motivation is one of the vital administrative concepts that every boss or manager should apply it in terms of running the institution where he works by employing it correctly. The job motivation provided by academic decision-makers who are the deans of faculties, especially in the faculties of Physical Education and Sports Sciences, is a factor to motivate teaching staff. This could enhance the member's performance by trying to give them opportunities, since job motivation has a considerable impact on inspiring and encouraging the faculty member to work seriously and correctly. The continuous motivation of the faculty member by the Dean of the College helps in developing their abilities and inclinations towards better teaching and improve the level of education in the Faculties of Physical Education and Sports Sciences. Therefore, the importance of the current research lies in identifying the role of the concept of job motivation employed by academic decision-makers, namely the deans in the faculties of Physical Education and Sports Sciences, from the point of view of faculty members in Baghdad.

### **1-2 The Research Problem:**

- (What is the reality of job motivation provided by the deans of the faculties of Physical Education and Sports Sciences from the point of view of faculty members in Baghdad).

### **1-3 The Research objective:**

- The key objective of this research is to identify the reality of job motivation by academic decision-makers in faculties of Physical Education and Sports Sciences.

### **1-4 The Research Areas:**

1. Human: This field includes members of the teaching staff at the Universities of Baghdad and Al-Mustansiriya.
2. Temporal: 6/5/2023 until 8/24/2023.
3. Spatial: Faculties of Physical Education and Sports Sciences at the Universities of Baghdad and Al-Mustansiriya.

## 2. The research methodology and field procedures:

### 2.1 The Research methodology:

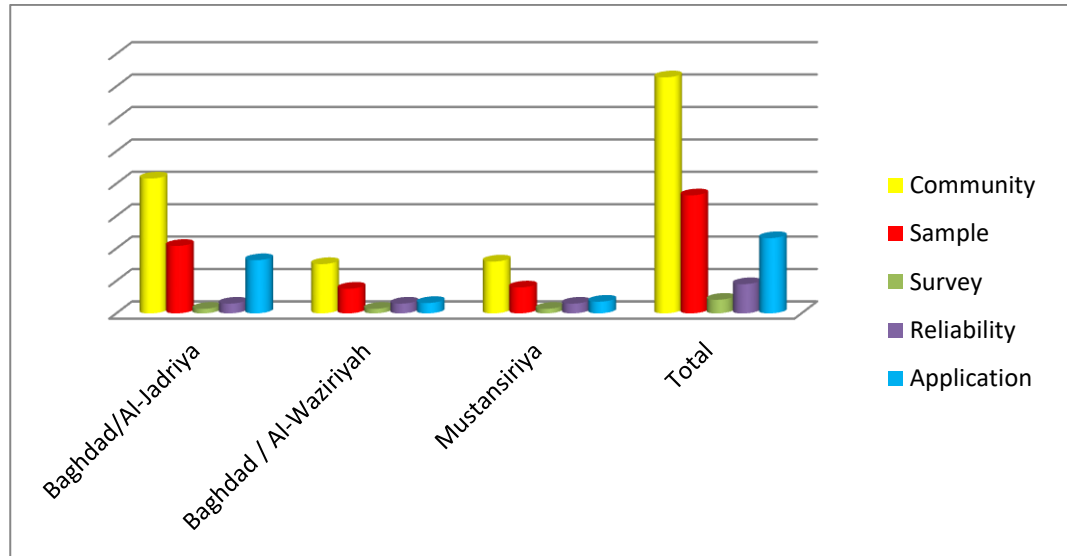
- To address the current problem, the researcher adopted the descriptive approach by using the survey method because this method is suitable for addressing the problem (Al-Rifai, 2003).

### 2.2 The Research community and sample:

- The researcher determined the research community by restricting the sample to all faculty members in the faculties of Physical Education and Sports Sciences at the universities of (Baghdad and Al-Mustansiriya), with (364) faculty members as a research community. The research sample, which included (182) members, was intentionally chosen with a percentage of (50%).

Table 1  
shows the research community and sample of faculty members in the faculties

Application	Reliability	Survey	Sample	Community	Faculties
82	15	7	104	208	Baghdad /Al-Jadriya/ AD 925
16	15	7	38	76	Baghdad /Al-Waziriyah
18	15	7	40	80	Mustansiriya
116	45	21	182	364	Total
63.73%	24.72%	11:53	50%	100%	Percentage
100%					



### 2-3 Tools used in the field experiment:

- Sources and References
- Expert opinion survey form
- Personal interviews
- /use a computer?
- assessment

### 2-4 The research tool:

- The researcher relied on a standardized questionnaire based on the Iraqi environment by the researcher (Khamayel Abdul Hussein Jawad: 2021), which is specified to the Iraqi environment. The researcher relied on assessment, which was a standardized scale based on the Iraqi environment. This scale consisted of (12) paragraphs, as the researcher modified some of them in order to fit the title and problem of the research, which fit the scale after presenting it to (9 in Table (2)).

Table 2.

shows the number of paragraphs for the field of job motivation methods

acceptability	Percentage	Unsuitable	suitable	UNTRANSLATED_CONTENT_START    Job Motivation   UNTRANSLATED_CONTENT_END	No
Accepted	88%	1	8	Academic decision-makers intend to create fear and panic among faculty members.	1
Accepted	77%	2	7	Academic decision makers warn faculty members to continue when crises occur within the college	2
Accepted	100%	0	9	Academic decision makers give to work	3
Accepted	100%	0	9	Academic decision makers always practice intimidation when giving official notices related to the work of the college	4
Accepted	77%	2	7	Academic decision-makers always threaten to issue administrative penalties in the event of negligence in work at the college	5
Accepted	88%	1	8	Academic decision-makers honor distinguished faculty members and punish those who neglect their duties.	6
Accepted	88%	1	8	Academic decision-makers rely in the use of motivation	7
Accepted	77%	2	7	Academic decision makers rely on transparency in dealing with all faculty members.	8
Accepted	88%	1	8	Academic decision makers rely on transparency in dealing equally between faculty members.	9
Accepted	88%	1	8	Academic decision makers properly, away from intimidation.	10
Accepted	88%	1	8	Academic decision-makers work to distribute roles among employees fairly.	11
Accepted	100%	0	9	Academic decision-makers stay away from the method of rewarding and discriminating employees and rely on the principle of intimidation.	12

## 2-5 Survey experiment:

- In order to verify how easy and difficult are, and of expressions, the researcher conducted a survey faculty members at the universities of Baghdad and Al-Mustansiriya, who were (21) workers, with a percentage of (11.53%).

## 2-6 The scientific conditions:

### 2-6-1 The validity questionnaire:

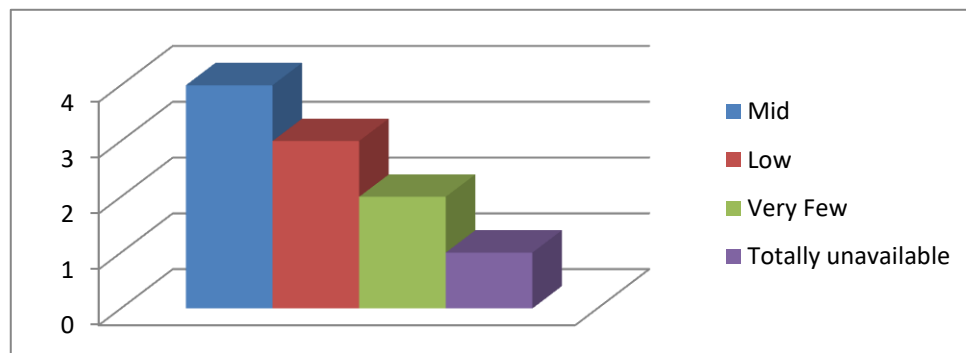
- apparent validity, the researcher to (9) expert arbitrators in order to determine the clarity and wording of the paragraphs and their suitability to the target sample.

### 2-6-2 The tool reliability:

- Reliability is calculated by using (Cronbach's Alpha) equation through the statistical program and using a reliability sample of (45) and (24.72%) They were randomly chosen by using the simple method. It was found that the reliability coefficients for the questionnaire reached values for the questionnaire as a whole (0.89).

### -7 Alternative responses :

Degree of availability				
Totally unavailable	Very	Low	Mid	High
1	2	3	4	5



### 2-8 The final application of the scale:

- The final form of the questionnaire was applied to a sample of (116) employees, with a percentage of (63.73%) on Sunday, 7/9/2023. These forms were distributed to the Faculties of Physical Education and Sports Sciences at the universities of Baghdad and Al-Mustansiriya, with the assistance of the assistant work team. (100) valid questionnaires were retrieved for statistical work, where all of them were suitable for statistical analysis.

### 2-9 The statistical treatments:

- The researcher employed the SPSS statistical package

### 3-Presentation, analysis and discussion of the results: -

- In order to verify the goal of the research, which states (identifying the reality of job motivation The arithmetic mean, standard deviation, and ranking of the questionnaire paragraphs were extracted in Table (3).
- Table (3) shows the order of the paragraphs for the questionnaire regarding job motivation for faculty members

Arithmetic mean	Standard deviation	Ranking	Paragraphs	No
321.	0.932	4	Academic decision-makers intend to create fear and panic among faculty members.	1
421	1.679	9	Academic decision makers warn faculty members to continue when crises occur within the college	2
143	1.982	11	Academic decision makers give and avoid being reluctant to work	3
3.000	1.032	5	Academic decision makers always practice intimidation when giving official notices related to the work of the college	4
2.875	1.284	7	Academic decision-makers always threaten to issue administrative penalties in the event of negligence in work at the college	5
563	872	2	Academic decision-makers shall honor distinguished faculty members and punish those who neglect their duties.	6
2,000	1.991	12	Academic decision-makers rely on the use of motivation	7
3.872	.652	1	Academic decision makers rely on transparency in dealing with all faculty members.	8
2.321	1.876	10	Academic decision makers rely on transparency in dealing equally between faculty members.	9
3.431	.898	3	Academic decision makers properly, away from intimidation.	10
2.521	.521	8	Academic decision-makers work to distribute roles among employees fairly.	11
2.921	1.198	6	Academic decision-makers stay away from the method of rewarding and discriminating employees and rely on the principle of intimidation.	12

.865	1.326	12	Total	
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- Through Table (3) above, the researcher noticed that there was a discrepancy in the answers through the arithmetic means and standard deviations of the questionnaire (job motivation). The arithmetic mean was (2.865) and the standard deviation was (1.326). According to the researcher's opinion, this indicates that the sample believes that the academic decision-makers, represented by the deans of the faculties of physical education and sports sciences believe that job motivation for the varies from one college to another and from one place to another. This motivation is affected by the nature of the policies followed, local challenges, and the circumstances and economic situation of the college and the country as well. The paragraph (9), stating "Academic decision makers rely on transparency in dealing with all faculty members," was ranked first in the questionnaire according to the responses with an arithmetic mean of (3.872) and standard deviation of (0.652) as illustrated in the following table:

Ranking	Standard deviation	Arithmetic mean	Paragraph	No
1	.652	3.872	Academic decision makers rely on transparency in dealing equally between faculty members.	9

- Here, the sample responses confirm this ranking through the sample's view of academic decision-makers that they have transparency in dealing with all faculty members. Job motivation and transparency in dealing with all are an important part of the management of universities and educational institutions in general. When academic decision makers have an orientation towards motivating and encouraging faculty members, and deal transparently, this can have a positive impact on the academic environment and the overall performance of the university (Hamza, 2007).
- Paragraph (6), stating (Academic decision-makers shall honor distinguished faculty members and punish those who neglect their duties) ranked second, as in:



Ranking	Standard deviation	Arithmetic mean	Paragraphs	No
2	872	563	Academic decision-makers shall honor distinguished faculty members and punish those who neglect their duties.	6

- In many universities and government educational institutions, honoring and motivation are made by honoring distinguished faculty members and punishing those who fail to perform their duties. This type of method aims to motivate members to provide the best performance and improve the quality of education and research (Ezzet, 2007).
- The paragraph No (10) was ranked (3) as in the table

Ranking	Standard deviation	Arithmetic mean	Paragraphs	No
3	.898	3.431	Academic decision makers properly, away from	10

- The strategic of academic decision-makers for managing the faculties must be directed towards a basic goal, which is achieving continuous development and improvement in the educational institution instead of intimidation because it often leads to positive long-term results and unexpected negative results (Hijazi, 2012).

## Conclusions and recommendations

### 4-1 Conclusions:

1. Academic decision-makers have great transparency in dealing with faculty members.
2. Academic decision-makers work to honor distinguished and creative faculty members.
3. Academic decision-makers have a great strategic vision in managing government institutions.
4. Academic decision-makers use the principle of inciting fear and intimidation against faculty members.

#### 4-2 Recommendations:

1. It is recommended to encourage academic decision-makers to be fair and equal among faculty members, especially in terms of motivation.
2. It is required to adopt the principle of equality in terms of financial incentives among faculty members.
3. It is necessary to provide some warnings and instructions to faculty members before imposing any penalty against them.

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**Appendix (1) Experts**

<b>Workplace</b>	<b>Specialization</b>	<b>Name</b>	<b>Title</b>	<b>No</b>
<b>University of Mosul - College of Physical Education and Sports Sciences</b>	Sports management	Walid Khaled Hammam	Prof.111 Dr.	<b>1</b>
<b>Al-Mustansiriya University- College of Basic Education</b>	Sports management	Salam Hantoush Rashid	Prof.111 Dr.	<b>2</b>
<b>University of Basra - College of Physical Education and Sports Sciences</b>	Sports management	Qusay Fawzi Mozan	Prof.111 Dr.	<b>3</b>
<b>Al-Mustansiriya University- College of Physical Education and Sports Sciences</b>	Testing and measurement	Ban Abdul Rahman	Prof.111 Dr.	<b>4</b>
<b>Al-Mustansiriya University- College of Physical Education and Sports Sciences</b>	Sports psychology	Shaima Abd Matar	Prof.111 Dr.	<b>5</b>
<b>Al-Muthanna University- College of Physical Education and Sports Sciences</b>	Sports management	Khaled Asuad Laykh	Prof.111 Dr.	<b>6</b>
<b>University of Baghdad - College of Physical Education and Sports Sciences</b>	Sports management	Hussein Khamas	Assist. Prof.111 Dr.	<b>7</b>
<b>Tikrit University - College of Physical Education and Sports Sciences</b>	Sports management	Ibrahim Faisal Khalaf Noufan	Assist. Prof.111 Dr.	<b>8</b>
<b>Al-Mustansiriya University- College of Basic Education</b>	Sports management	Turki Mahdi	Assist. Prof.111 Dr.	<b>9</b>