

# Indicators Of Creative Organizational Behavior Among Workers In The Directorates Of Student Activities In Iraqi Universities.

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**Abstract:**Changes in the work environment of student activities directorates are among the technological changes, one of the features that work to keep pace with technology, especially since work in this environment needs to keep pace with the development in field work, as “the increase in the level of interest in work methods, high expectations of customers and the more advanced and careful technology by a hierarchy Empowering authority motivates workers to learn to take initiative and take responsibility.

These steps work to create an appropriate atmosphere and create methods that are consistent with the development in the work environment. It is known that the nature of the work of the directorates mainly focuses on the interaction that occurs in discussing the multiple joints in the work environment, as the focus is on the creative organizational behavior of the workers as one of the main axioms that targeting to reach To the best way to achieve the required results, considering the organizational behavior is to apply aspects of scientific knowledge and lead to the creation of interaction between members of the organization. Therefore, the importance of research in the process of lack of the most important indicators of creative organizational behavior among those working in these joints because of their effect on consolidating the contents of work and finding ways to keep pace with the progress that is taking place, as well as working to consolidate the concept of applying effective administrative models in order to improve the quality of work and keep pace with the development that is taking place up to contribute to the achievement of achievements. Research problem: As a result of the continuity in the field of work, the activities related to the reality of student sports activities increased at the university level, through which the researchers noted that organizational work methods are vital indicators that contribute to the elevation of the level of activities. Creative statement cycle in determining the frameworks of activities through indicators of this behavior.

## 1. INTRODUCTION

research aims:

- 1- Building a measure of indicators of creative organizational behavior among workers in the directorates of student activities.
- 2- Identify the indicators of creative organizational behavior.

Research areas:

- Temporal domain: 10/4/2019.
- Spatial domain: directorates of student activities in Iraqi universities.
- The human field: the staff working in the directorates of student activities.

Limitations of the study:

It was limited to the answers of the respondents in the study, including those working in the directorates of student activities

Defining terms:

Organizational behavior: It is the application of scientific knowledge aspects of how workers interact in the organization as individuals and groups within the organization to increasing the productivity of workers.

Research methodology and field procedures:

## 2. RESEARCH METHODOLOGY:

The researcher intended to use the descriptive approach in the survey method for its suitability for the whole problem. The descriptive approach "targeting to define the conditions and relationships that exist between reality and the manifestations and the named method" seeks for all data from members of society to obstruct the determination of the current situation in a specific or non-specific variable.

Research community and sample:

research community:

The research community was determined from the employees in the directorates of student activities in universities (Diyala / Baghdad / Al-Mustansiriya / Anbar) and according to the following table

Table (1) makes the workers in the directorates of student activities, as well as the sports field and the percentage				
NUM	Universities	Number of workers	The number of workers in the field of sports activities	percentage
1	Diyala	27	13	%48
2	Baghdad	223	185	%82
3	Babylon	58	30	%51
4	Tikrit	51	25	%49
5	Almagarh	359	253	%70

The research sample:

The research sample consists of workers in the field of sports activities in the aforementioned directorates, and they represent 70% of the study population, as shown in Table (1).

Threshold exploratory:

The experimental exploratory experiment sample was (13) and what percentage (5.13%) of the research community targeting at the time of application of the questionnaire as well as the obstacles and difficulties and the methodology and clarity of the contents of the questionnaire.

Construction sample:

The construction sample of workers in the directorates in the field of sports activities is represented by (240) as the questionnaire was distributed to the sample members, and (180) forms were retrieved from the total distribution, and (60) forms were not completed. On it, as a result of the circumstances that accompanied the distribution, as the building threshold became composed of (180) what represents (50) percent of the study population, and thus the responses obtained by the researcher were blocked.

Measure construction procedures:

Determine the phenomenon to be measured:

One of the steps that is followed in building the scale is to define the phenomenon to be measured, whose concept and boundaries are clear and the phenomenon that the research targeting to measure are indicators of creative organizational behavior for workers in the directorates of student activities.

Determine the theoretical bases for building the scale:

The theoretical perspectives determined the construction of the scale after presenting the theoretical framework as a clear and wonderful vision

Preparing standards for behavior indicators and their powers.

After reviewing the literature and scientific references related to the construction of standards, the side of answering their standards, and how to formulate the paragraphs, the researchers undertook to set an appreciation mark in order to inform the subject of the study, and to present it to a group of experts. It has been taken into account in the formulation of calibers according to some determinants, the most important of which are:

1 - The type of threshold to be measured

2- Time and cost limits

The method of graded (Likert) was adopted in a measurement that describes it as a key to designing calibers, as the calculation of caliber weights was the positive trend from (5\_1) and the negative trend from (1\_5) as shown in the table:

Table (2) shows the direction of the scale expressions and their weights					
Ferries direction	Always	Often	Sometimes	rarely	never
Negative trend	1	2	3	4	5
Positive trend	5	4	3	2	1

The validity of the scale paragraphs

Seriously verifying this type of sticking without relying on the apparent truthfulness, and the questionnaire was introduced to a group of experts, and the experts 'agreement percentage was approved at a rate of (85%). Some paragraphs referred to by the experts were amended and it was agreed to adopt the scale paragraphs as a whole.

Find the scientific terms for the scale

The two researchers entrusted the completion of the answers that they obtained, which amount to (180) employees, and after collecting the grades for each question and arranging them in descending order from the highest degree to the lowest degree, a test was carried out by (28%) of the questionnaire obtained by the minimum and upper degrees, which is the percentage obtained on the Excellence Coefficient As Marwan Abdel Hamid points out (1999). To the percentage by which we obtain the coefficient of excellence. The following table shows the value of the coefficient of distinction, the arithmetic means, and the deviations.

Table (3) shows the strength of the phrases discriminatory measure								
Number of phrases	the group	Number of sample	Arithmetic mean	standard deviation	Degree of freedom	Value of (T)	error percentage	Type of significance
1	Upper	49	4.878	0.331	96	22.743	0.000	special
	Lower	49	2.367	0.698				
2	Upper	49	4.878	0.331		21.988	0.000	special
	Lower	49	2.367	0.727				

3	Upper	49	4.878	0.331		21.955	0.000	special
	Lower	49	2.429	0.707				
4	Upper	49	3.816	0.697		28.267	0.000	special
	Lower	49	1.000	0.000				
5	Upper	49	3.816	0.697		28.267	0.000	special
	Lower	49	1.000	0.000				
6	Upper	49	4.878	0.331		22.553	0.000	special
	Lower	49	2.531	0.649				
7	Upper	49	4.898	0.306		22.796	0.000	special
	Lower	49	2.469	0.680				
8	Upper	49	3.714	0.736		25.816	0.000	special
	Lower	49	1.000	0.000				
9	Upper	49	4.959	0.200		24.585	0.000	special
	Lower	49	2.469	0.680				
10	Upper	49	4.837	0.373		20.715	0.000	special
	Lower	49	2.306	0.769				
11	Upper	49	4.918	0.277		23.135	0.000	special
	Lower	49	2.490	0.681				
12	Upper	49	4.878	0.331		21.514	0.000	special
	Lower	49	2.469	0.710				
13	Upper	49	4.939	0.242		23.942	0.000	special
	Lower	49	2.469	0.680				
14	Upper	49	4.918	0.277		23.135	0.000	special
	Lower	49	2.490	0.681				
15	Upper	49	4.878	0.331		22.07	0.000	special

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	Lower	49	2.490	0.681				
16	Upper	49	4.857	0.354		39.192	0.000	special
	Lower	49	1.429	0.500				
17	Upper	49	4.755	0.434		19.942	0.000	special
	Lower	49	2.306	0.742				
18	Upper	49	4.796	0.407		20.095	0.000	special
	Lower	49	2.449	0.709				
19	Upper	49	3.714	0.764		24.877	0.000	special
	Lower	49	1.000	0.000				
20	Upper	49	4.816	0.391		20.954	0.000	special
	Lower	49	2.306	0.742				
21	Upper	49	4.857	0.354		38.508	0.000	special
	Lower	49	1.469	0.504				
22	Upper	49	4.755	0.434		19.956	0.000	special
	Lower	49	2.265	0.758				
23	Upper	49	4.408	0.497		18.549	0.000	special
	Lower	49	2.265	0.638				

Thus, all (23 paragraphs) of the scale statements for which the discriminatory power was performed were accepted.

The relationship of the paragraph to the overall score of the measure.

It is clear from the results of the internal agreement that the castration level for all paragraphs is less than (5), which indicates that there is an internal consistency for the scale paragraphs with the total score of the measure in the sense that all the paragraphs are moving towards the purpose of building the measure, as shown in Table (4)

Table (4) shows the relationship of the paragraph to the overall degree of the measure				
Number of phrases	Number of sample	Value (R)	error percentage	Type of significance
1	180	0.983	0.000	Sign
2		0.982	0.000	Sign
3		0.982	0.000	Sign

4		0.904	0.000	Sign
5		0.902	0.000	Sign
6		0.981	0.002	Sign
7		0.974	0.000	Sign
8		0.900	0.000	Sign
9		0.979	0.000	Sign
10		0.977	0.000	Sign
11		0.981	0.000	Sign
12		0.982	0.000	Sign
13		0.981	0.000	Sign
14		0.977	0.000	Sign
15		0.982	0.000	Sign
16		0.969	0.000	Sign
17		0.970	0.000	Sign
18		0.978	0.000	Sign
19		0.897	0.000	Sign
20		0.976	0.000	Sign
21		0.973	0.000	Sign
22		0.967	0.000	Sign
23		0.925	0.000	Sign
Degree of freedom 178				

Persistence

The stability was extracted by two methods of half-segmentation and the stability was (936) as well as the method of ( Fakro Nabakh) and the value of stability was (99 F) and thus this is an indication of the high stability of the measure

Statistical means:

- 1- Correlation coefficient
- 2- Percentage
- 3- A
- 4- Standard deviation

Interpretation of the results:

The statistical description of the organizational behavior indicators scale through Table (4). The statistical description of the scale was extracted if the arithmetic mean reached (69.13) and the standard error reached (1.19) and the median reached (70), the standard deviation (4.08) and sputtering (0, 70) and the torsion coefficient (0.34) and the smallest value was (23) and the largest value (115), which indicates that the paragraphs of the measure, and through the answers of the insured, it was proven that there is flexibility in the implementation of duties as well as continuous follow-up in the implementation.

Duties as well as continuous follow-up in the implementation of duties and with regard to the interest in using modern means of communication, there is a tendency to pay attention to the process of continuous follow-up of seminars that enhance work methods with regard to proposals for the development of work, there is a stumbling in this aspect because the central plans are linked to a time line for implementation. It was found that there is cooperation in the answers received in the responsibility of providing employees with awards. This affects the fact that there is a serious desire among the workers for the necessity to relate to this aspect, as it represents one of the important pillars for workers to contribute to the implementation of duties, and with regard to the balanced relations between sport leaders and workers, there is an indication that personal relationships and other aspects dominate this

field. Likewise, there is a desire on the part of the employees to raise their directive status, each according to his specialization. With regard to aspects that work to enhance work methods, one occupied the aspect of providing sports equipment an important aspect and a strong motivation for workers for sports teams, as one of the important incentives in sports teams. As for the financial allocations, the answer indicated that there is a clear deficiency in this aspect as a result of the financial circumstances It was found that there is a desire in the process of accompanying the sports teams to benefit and build experience. The above-mentioned indicators indicate that there is a desire to work hard in order to develop aspects of work by following the methods of organizational behavior to which the paragraphs of the scale referred to, which clarified the material aspects, relationships, plans, programs, and the distribution of tasks and responsibilities each According to his specialization, because that promotes the implementation of duties in an organizational manner, the development of organizational and administrative joints, and there it must be pointed out that the relationship between the boss and the subordinate is one of the important indicators in the process of following up the implementation of duties and keenness to obtain achievements It must be noted that the relationship between the sports units in the colleges and the Directorate is one of the important factors and indicators that lead to the development of work methods.

### **3. CONCLUSIONS:**

- 1- Building a measure of organizational behavior indicators.
- 2 - The indicators specified by the paragraphs of the scale are among the important factors that contribute to enhancing work.
- 3- The financial allocations are among the important factors that lead to the consolidation of the indicators referred to by the scale.
- 4- There is a desire to follow the development in the means of field communication by workers, and it is one of the indicators that contribute to the implementation of administrative and organizational work methods.

#### Recommendations

- 1- Adopting the scale as a tool for identifying indicators of organizational behavior
- 2- Ensuring the application of the administrative forms confirmed by the instructions and plans prepared by the higher authorities.
- 3- The necessity of adopting financial allocations in a manner consistent with the activities undertaken by the directorates.

### **4. REFERENCES:**

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