

An Analytical Study of Work Stress and its Relationship to Performance Adequacy for Physical Education Supervisors in Baghdad

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Abstract

The purpose of this paper is to analysis of the work pressures that face the supervisors specializing in physical education, and knowing the relationship between work pressures and performance adequacy in the sample studied. The two researches adopted the descriptive-analytical approach by studying the relationship between the researched variables by collecting relevant data from the research sample individuals and analyzing them. The current research community included supervisors specializing in physical education in Baghdad, and the research sample consisted of the following supervisors specializing in physical education in Baghdad, and their number is (98) supervisors. The sample of the exploratory experiment is (8) supervisors. One of the most important results reached by the researcher is that: The research achieved its first goal by building a scale (performance adequacy) for supervisors specializing in physical education. , the data of the descriptive statistical analysis revealed the existence of work pressures experienced by the specialized supervisors ,and specialized supervisors pay clear attention to the work pressure requirements and all its axes. One of the most important recommendations recommended by the researchers is that: Supporting the performance adequacy process for specialized supervisors to target the work pressures resulting from their work ,and improving the criteria for selecting supervisors of specialization in order to reach the adequacy of performance necessary to carry out the duties entrusted to them.

Keywords: *work stress - adequacy of performance - supervisors of the specialty of physical education.*

Introduction

The success of any organization depends on the ability of its human resources to achieve the required tasks and duties, and the administrative leadership has focused and still is to ensure the continuity of performance with the highest possible efficiency and effectiveness to achieve the goals of the organization. And it is reflected negatively on his human resources. These obstacles are called (work pressures), and they are many and varied in the size of the work and the responsibilities that are practiced within the organization.(Ali, & Malih. 2022) It is one of the most prominent challenges facing the supervision apparatus, which seeks to dismantle and address them to ensure the proper functioning of the educational process. The phenomenon of stress at work, which is one of the most prevalent phenomena in recent years, due to its negative effects on the performance of employees and their attitudes towards work, (Fatimah Abed Malih and et

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al 2018) .Successful management must work to confront pressures and manage them, to enable employees to perform their work effectively.

In the previous studies that the two researchers looked at, including the study (Maysoon Abdullah 2010), through which it recommended seeking to qualify managers and workers alike to deal with pressures by introducing them to training courses based on introducing the factors affecting the formation of these pressures as well as the mechanism for dealing with them.(Ahmed . 2010)

In a study conducted by, she concluded that "the existence of work pressures exerted on employees through several factors, the most important of which is job role conflict and weak leadership interest in the work environment, which led to uncertainty and lack of transparency in completing tasks, and then a decline in the level of career development." Through her study, she recommended an attempt to identify the elements that would create negative attitudes towards the prevailing organizational climate among employees, and try to confront and overcome them.(Al-Hamdani. (2011)

In a study conducted by it was concluded that "Job pressure affects negatively or inversely the state of the individual worker's satisfaction with his job. He recommended to enhance the importance of the individual worker's satisfaction with his job as a basic and important factor for the success of organizations at the present time.(Zubair, muhammad . 2011)

In a study conducted by, he concluded that the most prominent work pressures are the physical work environment, work relations, and the ambiguity of the role. Physical work, through the use of modern technologies that facilitate work and reduce the level of energy expended by the employee and improve the level of relations at work by creating the opportunity to discuss work problems and training employees to keep pace with the changes taking place in the technological and administrative fields to reduce work pressures and thus improve the adequacy of job performance .(Jard. (2017)

Research objective:

- Analysis of the work pressures that face the supervisors specializing in physical education.
- knowing the relationship between work pressures and performance adequacy in the sample studied,

Research fields:

- Human field: education directorates in Baghdad
- Time field: (8/2/2023) to (30/5/2023)
- Spatial field: Represented by supervisors specializing in physical education working in these directorates

Research methodology and field procedures:

Research Methodology:

The two researches adopted the descriptive-analytical approach by studying the relationship between the researched variables by collecting relevant data from the research sample individuals and analyzing them.

Community and sample research:

The current research community included supervisors specializing in physical education in Baghdad, and the research sample consisted of the following supervisors specializing in physical education in Baghdad, and their number is (98) supervisors. The sample of the

exploratory experiment is (8) supervisors. Table (1) shows the distribution of the sample members included in the research.

Table (1) shows the distribution of the sample included in the research

No.	Target group	Construction sample	Exploratory	Application sample	Total
1	Supervisors specialization in physical education in Baghdad	30	8	60	98

Search tools:

The research tool is "the means or method by which the researcher can solve a problem, whatever those tools, (data or devices)". (Fatimah Abed Malih and et al 2018), that the nature of the current research and its objectives require the availability of two tools (two scales), namely: - (a scale of work pressures - a scale of performance adequacy).

In order to reach the final version of the research procedures, and after reviewing the literature, scientific sources and previous studies (Shaaban. 2010) (Mashkour. 2015) (Fleih. 2018) (Mahdi. (2013) related to the concepts of (work pressure) and (performance adequacy). The work pressure scale prepared by (Sahar Salman, 2023) was adopted in a previous study (Muhammad. 2023), which consists of (21) Paragraphs distributed on 3 axes and 5 alternatives (No-1) (rarely 2) (sometimes 3) (often 4) (always 5) (Appendix 2).

As for the (performance adequacy) scale prepared by the two researchers according to the scientific steps to prepare the educational and psychological standards for the research sample represented by the supervisors of the specialty of physical education, it included (21) Paragraphs and five alternatives (No-1) (Rarely 2) (Sometimes 3) (Often 4) (Always 5) Appendix (3). Promise according to the following steps:

Preparation of scale Paragraphs:-

The scale expressions were formulated in the (self-report) style and with estimated expressions consisting of (21) Paragraphs with five-graded alternatives for the answer (always, often, sometimes, rarely, no). When corrected, grades are given (5, 4, 3, 2, 1), respectively. For the following reasons: -

- Provide a more uniform scale. (Fouad. 2022)
- Allow the respondent to indicate the degree and intensity of his feelings(Jassem and Abeer Dakhil. (2019).
- Allow the greatest variability between individuals. (Rabeeah and Malih 2022)
- High sincerity and reliability.

Logical analysis of Paragraphs (validity of Paragraphs):-

indicates that logical analysis is an essential and important step in building standards, and that the best way to ensure the apparent truthfulness of Paragraphs is for a number of experts and specialists to evaluate their validity to measure the quality for which they were developed (Dawood, & Nadeem. 2021) . Based on this basis, and after formulating the (21) Paragraphs for the work stress scale, they were presented to (9) experts (Appendix 1) who specialize in sports management, testing, measurement, and psychology, and asked them to study each of the Paragraphs and express their opinions on their validity. The two researchers used the scale in its initial form and settled on (21) Paragraphs, with an agreement rate of 100% for the experts.

Psychometric characteristics of the scale: -

Characteristics strength of scale Paragraphs:-

Through the discriminatory power of the expressions of the scale, the distinction between individuals with high scores and individuals with low scores is identified in the trait that

it measures, and to calculate the discriminatory power of the expressions of the performance adequacy measure, the two researchers emptied the answers (construction sample) of (30) supervisors, and the total score was determined For each of the respondents' questionnaires, the scores of the sample were arranged from the highest total score to the lowest total score, then the two extreme groups in the total score were determined by 50%, as the number of questionnaires for the upper group was (15) compared to (15) for the lower group. Measurement and evaluation specialists indicate that this percentage is adopted if the sample size is small, i.e. less than (80) individuals (Ali & Nadeem. 2022)

The researchers used the t-test for two independent samples to calculate the significance of the difference in each phrase between the two extreme groups in the total score of the scale, on the basis that the calculated t-value represents the discriminatory power of the phrase and since all Paragraphs in the scale have the ability to discriminate with statistical significance below the level Significance (0.05), so no phrase was omitted, and it can be said that the scale has good discriminatory power, and Table (2) shows that.

Table (2) shows the Characteristics strength of the expressions of the performance adequacy measure

No. Paragraphs	Lower group		Upper group		T value calculated	Characteristics strength
	Arithmetic mean	Standard deviation	Arithmetic mean	Standard deviation		
1	3.47	0.516	3.47	0.516	3.203	characteristic
2	3.33	0.724	3.33	0.617	4.103	characteristic
3	3.40	0.507	3.40	0.507	3.238	characteristic
4	3.20	0.775	4.20	1.014	4.338	characteristic
5	3.00	0.655	3.20	0.414	5.138	characteristic
6	2.93	0.594	3.27	0.458	5.338	characteristic
7	3.20	0.775	3.27	0.458	3.324	characteristic
8	2.93	0.458	3.27	0.594	5.024	characteristic
9	3.33	0.488	3.67	0.617	4.399	characteristic
10	3.60	0.507	3.67	0.617	2.199	characteristic
11	3.60	0.632	3.87	0.915	3.348	characteristic
12	3.33	0.488	3.67	0.816	2.148	characteristic
13	3.60	0.737	3.60	0.737	2.595	characteristic
14	3.60	0.737	3.60	0.737	3.395	characteristic
15	3.13	0.352	3.67	0.900	2.208	characteristic
16	3.80	0.862	3.60	0.737	5.208	characteristic
17	3.20	0.414	3.13	0.352	3.335	characteristic
18	3.53	0.516	3.47	0.516	5.433	characteristic
19	3.60	0.507	3.60	0.507	3.773	characteristic
20	3.13	0.352	3.27	0.458	4.351	characteristic
21	3.47	0.516	4.00	0.756	2.652	characteristic

The internal consistency coefficient of the scale Paragraphs:

The researchers used the law of simple correlation coefficient (Pearson) to extract the correlation between each statement and the total score of the scale, using the statistical bag (spss).

And (Marib and Fatima) assert that "the greater the correlation coefficient of the phrase with the total sum, the more its inclusion in the scale increases the probability of obtaining a more homogeneous scale." (Kadhim , Malih 2022) Since all the expressions

that were retained in the scale have coefficients of consistency and ability to discriminate with statistical significance below the level of significance (0.05), therefore no phrase was dropped, and it can be said that the scale has good constructive validity, and Table (3) shows in it the coefficient of internal consistency of the expressions of the scale with The overall score of the scale.

Table (3) shows the internal consistency coefficient for the expressions of the performance adequacy measure

Paragraphs	correlation value	Paragraphs	correlation value	Paragraphs	correlation value
1	0.638**	8	0.429*	15	0.676**
2	0.458*	9	0.442*	16	0.407*
3	0.600**	10	0.533*	17	0.508*
4	0.574**	11	0.439*	18	0.671**
5	0.541**	12	0.269*	19	0.547**
6	0.675**	13	0.430*	20	0.570**
7	0.489**	14	0.445*	21	0.556**

Scale stability:

For the purpose of knowing the stability of the scale and because there are several methods for calculating it, the two researchers relied on using the method of analyzing the stability using the (Cronbach's alpha) equation from the degrees of the (construction sample) of (30) individuals to obtain the stability of the scale because it is one of the most used methods of stability. Respondent: The (Cronbach's alpha) equation was used, so the stability coefficient was (0.885), which is a good stability coefficient according to Foran's opinion.

Application of the scale on the main sample (application sample):

The two researchers began distributing the questionnaire to individuals (the application sample), who are: (60 supervisors specializing in physical education in Baghdad) to answer the two scales (adequacy of performance) and (work pressures), and after completing the implementation of the research steps, the two researchers collected special data All of the research sample members were measured using the two scales and arranged in tables in preparation for processing them statistically in order to present and analyze the results.

Statistical methods: The search data was processed through the Statistical Package for the Social Sciences (SPSS) (Nihad, & Fouad. 2021).

Results and discussion:

Analysis of the research sample answers:

The average work stress score for the research sample was (74.92), which is higher than the theoretical mean for the scale of (63) and with a standard deviation (5.304). The difference was statistically significant at the level of significance (0.001), as the calculated T-value of (113.817) was greater than the tabular value with a degree of freedom (59). The mean of the performance adequacy scores of the research sample (77.93) is higher than the theoretical mean of the scale of (63) and with a standard deviation of (7.596). The difference was statistically significant at the level of significance (0.001), as the calculated t-value of (76.392) was greater than the tabular value with a degree of freedom (59), and Table (4) illustrates this.

Table (4) shows the arithmetic mean and standard deviation of the two measures within the research sample

No.	Scales	Sample number	Arithmetic mean	Standard deviation	T value calculated	Level Sig
1	Work stress	60	74.92	5.304	113.817	0.000
2	Performance adequacy	60	77.93	7.596	76.392	0.000

Analysis of the work stress answers of the research sample:

It is clear from Table (5) that the degree of pressure in the axis (ambiguity of the role) was average for all Paragraphs, while the degree of pressure in the axis (conflict of role) was also moderate for all Paragraphs. Finally, the axis (workload) recorded an average score on all Paragraphs, except for phrase (15), which was too large, and Table (5) shows that. The study (Mousa, & Khazaal. 2021) confirmed "the Department of Sports and School Activity lacks teams and committees specialized in detecting and managing crises" (6:21)

Table (5) shows the work stress analysis of the research sample

No.	Work stress scale	average response	Mediator	mode	Repetition	pressure degree
Role ambiguity						
1	I feel I have not received enough information regarding my role as a jurisdiction supervisor	3.77	3.77 ^a	3	37	sometimes
2	You are assigned a lot of tasks without being clear how to implement them	3.53	3.53 ^a	3	44	sometimes
3	I feel unclear about the goals of supervision	3.47	3.47 ^a	3	46	sometimes
4	I feel limited in the powers entrusted to me to accomplish the tasks assigned to me	3.97	3.97 ^a	3	31	sometimes
5	Difficult to work due to the impact of relations between departments	3.67	3.67 ^a	3	40	sometimes
6	I defend my ideas and opinions with evidence for the purpose of success at work	3.53	3.53 ^a	3	44	sometimes
7	I have the ability and ability to organize my ideas and present them for the purpose of their	3.70	3.70 ^a	3	39	sometimes

	implementation					
Role conflict						
8	Feel limited alignment between expectations and work demands of supervision	4.00	4.00 ^a	3	30	sometimes
9	Some work demands conflict with the ethical and value standards of supervision	3.77	3.77 ^a	3	37	sometimes
10	I am asked to perform duties that conflict with the demands of work in terms of priorities	3.77	3.77 ^a	3	37	sometimes
11	I suffer from a lack of material incentives to fairly cover the supervision requirements	3.60	3.60 ^a	3	42	sometimes
12	I am exposed to social pressures during my work as a supervisor	3.57	3.57 ^a	3	43	sometimes
13	I suffer from the lack of a comfortable workplace	3.67	3.67 ^a	3	40	sometimes
14	Avoid, as far as possible, from following administrative routines at work	3.83	3.83 ^a	3	35	Sometimes
role load						
15	Assigned a lot of work that requires completion on time	4.03	4.03 ^a	5	31	always
16	I work long, continuous hours without being able to take breaks	3.70	3.70 ^a	3	39	sometimes
17	I perform tasks that are appropriate to my abilities and aptitudes	3.63	3.63 ^a	3	41	sometimes
18	I feel that the official working time is sufficient to perform supervision requirements	3.73	3.73 ^a	3	38	sometimes

19	Supervising work leads to a feeling of stress and constant fatigue	3.63	3.63 ^a	3	41	sometimes
20	I feel common interests with colleagues	3.50	3.50 ^a	3	45	sometimes
21	Lack of interest in occupational safety and security requirements	3.87	3.87 ^a	3	34	sometimes

Correlation analysis:

Complementing the descriptive and diagnostic processes based on the data of the descriptive analysis, the correlations between the research variables were identified, as shown in Table (6), which indicates that there are positive statistical correlations with significant significance between the research variables. The study (Areej and Israa) recommended the need to involve school principals in developmental courses and conferences that contribute to raising their level in administrative work (19-81)

Table (6) Correlation coefficient (Pearson) between search variables

Independent variable / Dependent variable	Work stress	Role ambiguity	Role conflict	Workload
performance adequacy	0.882**	0.634**	0.655**	0.534**

(**) Significant at the significance level (0.001)

Conclusions and Recommendations:

Conclusion:

The two researchers reached the following conclusions:

- 1- The research achieved its first goal by building a scale (performance adequacy) for supervisors specializing in physical education.
- 2- The data of the descriptive statistical analysis revealed the existence of work pressures experienced by the specialized supervisors.
- 3- Specialized supervisors pay clear attention to the work pressure requirements and all its axes.
- 4- The field research data revealed that there is a direct correlation between work pressure and performance adequacy at the overall level and at the level of the axes.
- 5- The field research data indicated that the greater the work pressure, the greater the efficiency of the performance of the supervisors in the specialty, in a way that raises them to the level of challenge and facing those pressures.
- 6- Work pressures play a motivating role for specialized supervisors to develop their capabilities and work requirements.

Recommendations:

The two researchers recommended the following:

- 1- Supporting the performance adequacy process for specialized supervisors to target the work pressures resulting from their work.

- 2- Improving the criteria for selecting supervisors of specialization in order to reach the adequacy of performance necessary to carry out the duties entrusted to them.
- 3- Limiting work pressures and developing strategies to address them.
- 4- Conducting workshops and seminars to generate brainstorming to solve problems facing the supervisor.
- 5- Improving the physical work environment through the use of modern technologies to reduce effort and expenses in carrying out work.

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