

THE REALITY OF JOB SATISFACTION WITH THE TEACHING PROFESSION AMONG PHYSICAL EDUCATION TEACHERS IN THE BAGHDAD EDUCATION DIRECTORATES FROM THEIR POINT OF VIEW

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Abstract

The study aimed to identify the reality of job satisfaction with the teaching profession for physical education teachers in the Baghdad education directorates from their point of view. The researcher defined her research community as physical education teachers in the four education directorates of Baghdad Governorate (Al-Karkh - Al-Rusafa), where the research community reached (1388) teachers and education teachers. Sports education distributed among the six directorates of education, where the researcher took a percentage amounting to (15%), as the sample reached (208) physical education teachers distributed among the six directorates. The study recommended the necessity of including physical education teachers in talent-refining courses and the correct way to deal with students in order to improve the level of Their job satisfaction. There is a need to improve the level of rewards and financial incentives for physical education teachers in order to increase their teaching ability. There is a need for continuous encouragement from school principals in order to motivate them to perform their work properly. There is a need to conduct similar studies for faculty members in colleges

Introduction

Because of the great development in the field of education in all fields, including primary, secondary, and university, scholars have been keen to pay attention to the person in charge of the educational process because he represents the cornerstone of the success of any educational process, and the success of that institution, including it, is limited to the teacher, teacher, or university professor, depending on the position he occupies, and because the process Education, especially in the secondary stages, is considered one of the basic stages for the success of the educational process in schools. Therefore, it is necessary to pay great attention to physical education teachers and seek their satisfaction, because positive satisfaction reflects positively on the educational process, and the dissatisfaction of physical education teachers with their teaching profession reflects negatively on the process. Educational Time Here lies the importance of the current research in identifying the reality of professional satisfaction among physical education teachers in the education directorates in Baghdad Governorate, because of its great importance in the great success of the educational process.

Study problem

The problem was identified by the researcher by answering the following question: What is the reality of job satisfaction among physical education teachers regarding the teaching profession in the education directorates in Baghdad Governorate?

Objective of the study

Identifying the reality of job satisfaction with the teaching profession for physical education teachers in the Baghdad education directorates from their point of view.

Fields of study

- The human field: physical education teachers in the education directorates in Baghdad Governorate.
- Time frame: 3/7/2023 – 5/31/2023.
- Spatial field: Education directorates of Baghdad Governorate.

Research methodology

Due to research necessity, the researcher used the descriptive method using the survey method because it suits the nature of the current problem (1)

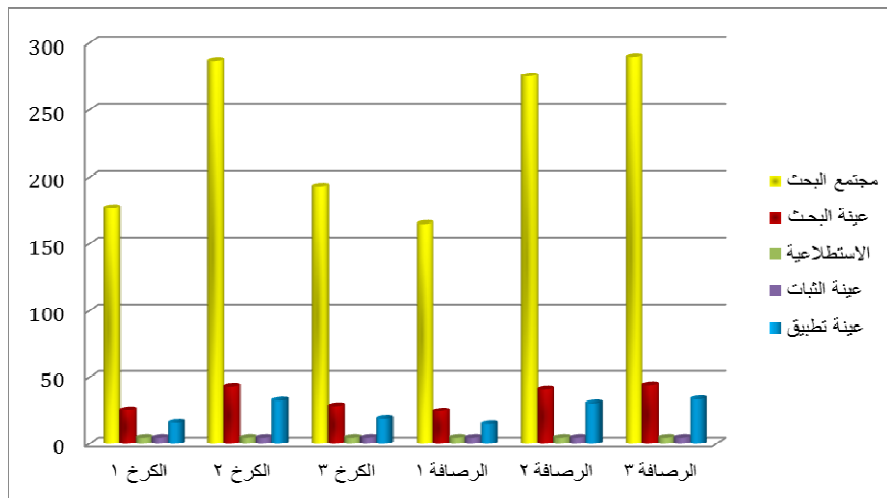
The research community and its sample

The researcher defined her research population as physical education teachers in the four education directorates of Baghdad Governorate (Al-Karkh - Rusafa), where the research population reached (1388) physical education teachers and teachers distributed among the six education directorates, where the researcher took a percentage of (15%), as the sample reached (208). Physical education teachers distributed among the six directorates, as shown in Table (1) and Figure (1)

Table (1) Shows the population and sample of the research, survey, and application

| Sample application | Stability sample | reconnais sance | Research sample | research community | Directorates |
|--------------------|------------------|-----------------|-----------------|--------------------|--------------|
| Al-Karkh | | | | | |
| 16 | 5 | 5 | 26 | 177 | Al-Karkh 1 |
| 33 | 5 | 5 | 43 | 287 | Al-Karkh 2 |
| 19 | 5 | 5 | 29 | 193 | Al-Karkh 3 |
| Al-Rusafa | | | | | |
| 15 | 5 | 5 | 25 | 165 | Rusafa 1 |
| 31 | 5 | 5 | 41 | 276 | Rusafa 2 |
| 34 | 5 | 5 | 44 | 290 | Rusafa 3 |
| 148 | 30 | 30 | 208 | 1388 | the total |
| 71.15% | 14.42% | 14.42% | 15% | 100% | percentage |
| 100% | | | | | |

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Performance measurement tool

In order to achieve the goal of the research, which is (to identify the reality of job satisfaction with the teaching profession for physical education teachers in the Baghdad education directorates from their point of view), a ready-made questionnaire was relied upon and codified in the Iraqi environment by the researcher (Muslim Jassim Muhammad: 2023) where the scale consists of (27) statements. After that, the researcher presented them to a group of experts to ensure the truthfulness of those statements, Appendix (1). As in Table (2)

Table (2) It shows the agreement of experts on the statements of the job satisfaction scale

| The ratio | Doesn't agree | The ratio | He agrees | Ferries | No |
|-----------|---------------|-----------|-----------|---|----|
| 0 | 0 | 100 | 7 | I feel joy and pleasure when I perform my supervisory work in the best way | 1 |
| 15 | 1 | 85 | 6 | I feel honored and honored when my manager praises me for a job I did correctly | 2 |
| 15 | 1 | 85 | 6 | The nature of the supervisory work that I do is consistent with my ambition and future aspirations | 3 |
| 0 | 0 | 100 | 7 | I am satisfied with the work assigned to me by my director in sports and school activities because it is compatible with my intellectual and scientific abilities | 4 |
| 0 | 0 | 100 | 7 | I feel a great desire to work with my colleagues to specialize in a field of our scientific and supervisory specialization | 5 |
| 15 | 1 | 85 | 6 | I feel great harmony with my colleagues and my director in sports and school activities | 6 |
| 15 | 1 | 85 | 6 | I feel a desire for academic and supervisory progress in order to increase my financial income | 7 |

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|----|---|-----|---|---|----|
| 29 | 2 | 71 | 5 | The profession I practice provides security for me and my family through the financial and moral rewards and incentives I receive. | 8 |
| 29 | 2 | 71 | 5 | It helps my profession as a teacher. To detect athletic talent in primary and middle schools | 9 |
| 15 | 1 | 85 | 6 | I have positive, kind and friendly relationships with my work colleagues, dominated by love, understanding and sincerity at work. | 10 |
| 0 | 0 | 100 | 7 | I feel satisfied with the positive treatment by sports activities directors regarding the supervisory work I do | 11 |
| 15 | 1 | 85 | 6 | I gain great respect and appreciation from my coworkers and managers when I get things done promptly | 12 |
| 15 | 1 | 85 | 6 | School principals provide opportunities to allow us to express our opinions properly | 13 |
| 0 | 0 | 100 | 7 | There is a great opportunity for a raise and promotion from the Directorate of Sports and School Activities | 14 |
| 0 | 0 | 100 | 7 | The directorates provide teachers with the data required for physical education teachers in the education schools affiliated with the Baghdad Directorate | 15 |
| 34 | 3 | 57 | 4 | There is the right and appropriate environment that helps me innovate wonderfully | 16 |
| 29 | 2 | 71 | 5 | The training programs developed by the directorates are objective and practical programs that help to actually improve and develop performance | 17 |
| 15 | 1 | 85 | 6 | I feel proud when I provide real help to my colleagues at work or when I offer advice to a teacher or physical education teacher in his specialty. | 18 |
| 15 | 1 | 85 | 6 | I do not feel bored and annoyed when I am doing my best job | 19 |
| 0 | 0 | 100 | 7 | Teamwork with my colleagues makes me feel the value of my work by helping others | 20 |
| 15 | 1 | 85 | 6 | My current job is as a teacher. It gives me great confidence in myself | 21 |
| 15 | 1 | 85 | 6 | Moral and material encouragement from higher-up | 22 |

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|----|---|-----|---|---|----|
| | | | | officials is a great incentive for me to increase my scientific production | |
| 34 | 3 | 57 | 4 | There is positive appreciation from my manager when I do distinctive and additional work that serves the educational process | 23 |
| 15 | 1 | 85 | 6 | My job as a teacher allows. To communicate with physical education teachers and instructors in order to solve their job problems | 24 |
| 34 | 3 | 57 | 4 | My director of sports and school activities deals with me in a harsh and harsh manner | 25 |
| 0 | 0 | 100 | 7 | My happiness is greatest when I work in the specialty that I am good at and away from the specializations that are not my specialty | 26 |
| 0 | 0 | 100 | 7 | My job is as a teacher. It helps me develop myself and my qualifications properly | 27 |

The experts agreed on (21) statements after making some amendments to them in order to suit the current work, after (6) statements that did not obtain a percentage higher than (75%) were excluded.

Scientific conditions for the questionnaire

Validity of the questionnaire

The scale is considered valid if it is true to what it was developed for The researcher presented the questionnaire to a group of experts in order to obtain the apparent validity of the questionnaire. It was presented to (7) experts in the field of sports management. Thus, the validity of the questionnaire was obtained.

Stability of the form

The reliability of the questionnaire was obtained by using the (Cronbach's alpha) equation on a random sample of (30) physical education teachers, with a percentage of (14.42%), where the reliability percentage was acceptable and to a very good degree, with a percentage of (0.80), according to Table (3)

Table (3) Shows the reliability coefficient values for the job satisfaction questionnaire using the (Cronbach's alpha) equation.

| | | |
|--------------|--|----|
| Alfakronbach | ferries | No |
| 0,80 | I feel joy and pleasure when I perform my teaching work in the best way | 1 |
| | I feel honored and honored when my manager praises me for a job I did correctly | 2 |
| | The nature of the job I do is compatible with my ambition and future aspirations | 3 |
| | I am satisfied with the work assigned to me by my principal at the school | 4 |

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|---|----|
| I feel a great desire to work with my colleagues to specialize in a field of our scientific and supervisory specialization | 5 |
| I feel great harmony with my colleagues and my director in sports and school activities | 6 |
| I feel a desire for academic and supervisory progress in order to increase my financial income | 7 |
| I have positive, kind and friendly relationships with my work colleagues, dominated by love, understanding and sincerity at work. | 8 |
| I feel satisfied with the positive treatment by my supervisors regarding the supervisory work I do | 9 |
| I gain great respect and appreciation from my coworkers and managers when I get things done promptly | 10 |
| School principals provide opportunities to allow us to express our opinions properly | 11 |
| There is a great opportunity for a raise and promotion from the Directorate of Sports and School Activities | 12 |
| The directorates provide teachers with the data required for physical education teachers in the education schools affiliated with the Baghdad Directorate | 13 |
| I feel proud when I provide real help to my colleagues at work or when I offer advice to a teacher or physical education teacher in his specialty. | 14 |
| I do not feel bored and annoyed when I am doing my best job | 15 |
| Teamwork with my colleagues makes me feel the value of my work by helping others | 16 |
| My current job is as a teacher. It gives me great confidence in myself | 17 |
| Moral and material encouragement from higher-up officials is a great incentive for me to increase my scientific production | 18 |
| My job as a teacher allows. To communicate with physical education teachers and instructors in order to solve their job problems | 19 |
| My happiness is greatest when I work in the specialty that I am good at and away from the specializations that are not my specialty | 20 |
| My job is as a teacher. It helps me develop myself and my qualifications properly | 21 |

Exploratory experience

The researcher conducted a pilot experiment on a random sample of (30) physical education teachers who were taken randomly and with a percentage of (14.42%) in order to find out the ease and clarity of the measurement items on Tuesday 4/4/2023.

Final application of the scale

The questionnaire was applied to a sample of (148) physical education teachers, with a percentage of (71.15%) on Wednesday, 4/31/2023. The questionnaires were retrieved, and (20) questionnaires were neglected, thus remaining (128) questionnaires valid for statistical work.

Statistical treatments

The researcher used the SPSS statistical package to process the data statistically

Presentation, analysis and discussion of the results

The arithmetic mean, standard deviation, and hypothesized mean for the job satisfaction scale were verified, and this is shown in Table (4)

Table (4) The arithmetic mean, standard and hypothetical drift of the questionnaire show job satisfaction

| Statistical significance | T value | Degree of freedom | Hypothetical mean | standard deviation | Arithmetic mean | The variable |
|--------------------------|------------|-------------------|-------------------|--------------------|-----------------|------------------|
| | Calculated | | | | | |
| moral | 11.765 | 127 | 63 | 3.8222 | 66,843 | Job Satisfaction |

Through Table (5), it becomes clear to the researcher, and by extracting the difference between the arithmetic mean and the standard deviation, and in comparison with the hypothesized mean of (63), with an arithmetic mean of (66,843), with a standard deviation of (3.8222), and with a degree of freedom (127), the T-value was (11.765) in terms of Significant, as the arithmetic mean was greater than the hypothesis, as the sample sees on the scale as a whole that satisfaction is available to a degree that is not large, but rather to a varying degree. This discrepancy or slight weakness in the sample responses is due to the lack of salaries among physical education teachers, as salary is considered one of the important matters that will... It raises their level of performance and is also an important factor in determining physical education teachers' satisfaction with the teaching profession, as well as their work environment. The work environment has a significant impact on the work environment and their job satisfaction, which leads to positive interaction with these matters. The researcher extracted the arithmetic mean and deviation. The criteria and the order of the phrase according to the questionnaire are as in Table (5)

Table (5) It shows the arithmetic mean, standard deviation, and ranking of the job satisfaction questionnaire

| Ranking | standard deviation | middle of my account | Ferries | No |
|---------|--------------------|----------------------|--|----|
| 3 | 0.197 | 3.653 | I feel joy and pleasure when I perform my teaching work in | 1 |

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|----|-------|-------|---|----|
| | | | the best way | |
| 12 | 0.888 | 3.065 | I feel honored and honored when my manager praises me for a job I did correctly | 2 |
| 4 | 0.199 | 3.493 | The nature of the job I do is compatible with my ambition and future aspirations | 3 |
| 13 | 0.899 | 3.032 | I am satisfied with the work assigned to me by my principal at the school | 4 |
| 1 | 0.043 | 3.988 | I feel a great desire to work with my colleagues to specialize in a field of our scientific specialization | 5 |
| 7 | 0.542 | 3.201 | I feel great harmony with my colleagues and my director in sports and school activities | 6 |
| 11 | 0.821 | 3.076 | I feel a desire for academic and supervisory progress in order to increase my financial income | 7 |
| 5 | 0.201 | 3.320 | I have positive, kind and friendly relationships with my work colleagues, dominated by love, understanding and sincerity at work. | 8 |
| 15 | 0.943 | 3.011 | I feel satisfied with the positive treatment by my supervisors regarding the supervisory work I do | 9 |
| 2 | 0.088 | 3.888 | I gain great respect and appreciation from my coworkers and managers when I get things done promptly | 10 |
| 19 | 1.001 | 2.932 | School principals provide opportunities to allow us to express our opinions properly | 11 |
| 20 | 1.032 | 2.922 | There is a great opportunity for a raise and promotion from the Directorate of Sports and School Activities | 12 |
| 6 | 0.432 | 3.300 | The directorates provide teachers with the data required for physical education teachers in the education schools affiliated with the Baghdad Directorate | 13 |
| 10 | 0.843 | 3.099 | I feel proud when I provide real help to my colleagues at work or when I offer advice to a teacher or physical education teacher in his specialty. | 14 |
| 18 | 0.995 | 2.976 | I do not feel bored and annoyed when I am doing my best job | 15 |
| 14 | 0.921 | 3.022 | Teamwork with my colleagues makes me feel the value of my work by helping others | 16 |
| 16 | 0.954 | 3.001 | My current job is as a teacher. It gives me great confidence in myself | 17 |
| 8 | 0.764 | 3.200 | Moral and material encouragement from higher-up officials is a great incentive for me to increase my scientific production | 18 |
| 21 | 1.066 | 2.912 | My job as a teacher allows. To communicate with physical | 19 |

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|----|-------|-------|---|----|
| | | | education teachers and instructors in order to solve their job problems | |
| 17 | 0.976 | 2.982 | My happiness is greatest when I work in the specialty that I am good at and away from the specializations that are not my specialty | 20 |
| 9 | 0.873 | 3.100 | My job is as a teacher. It helps me develop myself and my qualifications properly | 21 |

Through Table (5) and through the sample's responses to the questionnaire, the statement (5), which states (I feel a great desire to work with my colleagues in specializing in a field of our scientific specialization), was obtained in the order of (1), where the arithmetic mean reached (3.988) with a standard deviation It reached (0.043) and here the researcher believes that feeling a great desire to work with your colleagues in specializing in a field of your scientific specialization is a positive thing and may have a significant impact on your professional development and contribute to the development of the scientific field in which you work. By communicating with your colleagues: Share your idea with your colleagues in the specialty and inquire about their interests and desires for joint work. They may have similar ideas or collaborative projects to benefit from. Hold periodic meetings with your colleagues to discuss opportunities for cooperation and identify potential projects. These meetings can help develop clear plans for joint action .

Statement (19), which states (My job as a teacher allows me to communicate with teachers and physical education teachers in order to solve their job problems) was ranked (21) with a mean of (2.912) and a standard deviation of (1.066). Here the researcher sees if you are a teacher and have The opportunity to communicate with physical education teachers and tutors in order to solve their job problems, this can play an important and valuable role in improving the work environment and the well-being of teachers. Here are some steps you can take to achieve this goal: By establishing communication channels. You may start by establishing effective communication channels with PE teachers, such as email, regular social sessions or dedicated social media platforms for the professional group. These channels allow teachers to reach you easily

Conclusions and recommendations

Conclusions

1. There is a level of respect between co-workers and school principals that greatly helps improve the level of professional satisfaction of teachers.
2. There are positive relationships between physical education teachers and secondary school principals in which love, understanding, and sincerity at work prevail.
3. Physical education teachers have a state of joy and pleasure when performing their teaching.
4. Physical education teachers have a job that helps improve their level of satisfaction with their job.
- 5.

Recommendations

1. The necessity of introducing physical education teachers to talent-refining courses and the correct way to deal with students in order to improve their level of job satisfaction.
2. The need to improve the level of rewards and financial incentives for physical education teachers in order to increase their teaching ability.
3. The need for continuous encouragement from school principals in order to motivate them to perform the work properly.
4. The need to conduct similar studies for faculty members in colleges

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Appendix (1)

Names of experts to whom the search scale was presented

| Workplace | Specialization | Title | the name | No |
|--|-------------------|--------|---------------------------|----|
| Al-Mustansiriya University - College of Physical Education and Sports Sciences | Sports management | a .Dr | Hello Hantoush Rashid | 1 |
| Al-Muthanna University - College of Physical Education and Sports Sciences | Sports management | Mr. Dr | Khaled is black and white | 2 |
| Al-Muthanna University - College of Physical Education and Sports Sciences | Sports management | Mr. Dr | Imad Aziz Nashmi | 3 |
| Al-Mustansiriya University - College of Physical Education and Sports Sciences | Sports management | A.M.D | Haider Hassan Lafta | 4 |

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| | | | | |
|---|-------------------|--------|----------------------------|---|
| University of Diyala - College of Physical Education and Sports Sciences | Sports management | Mr. Dr | Othman Mahmoud is a beggar | 5 |
| Baghdad University- College of Physical Education and Sports Sciences | Sports management | A.M.D | Salah Wahab Shaker | 6 |
| Al-Qadisiyah University - College of Physical Education and Sports Sciences | Sports management | A.M.D | SajatMajeedJaafar | 7 |