

EVALUATING THE EFFECTIVE CREATIVE LEADERSHIP ROLE OF THE DEAN AND HEADS OF SCIENTIFIC DEPARTMENTS IN THE COLLEGE OF PHYSICAL EDUCATION AND SPORTS SCIENCES AL-MUSTANSIRIYA UNIVERSITY

Yehya F. Mohsen¹, Ali M. Makttof², Marwan M. Sami³, Tiba Z. Hikmat⁴, Ahmed H. Hammood⁵, Nawres Talib Abed⁶, Ahmed Amer Abdulhussein⁷

Collage Of Physical Education And Sports Sciences Baghdad University, Iraq

yahya.f@cope.uobaghdad.edu.iqali.mohi@cope.uobaghdad.edu.iqMarwan.m@cope.uobaghdad.edu.iqtiba.zaid2104p@cope.uobaghdad.edu.iqahmed.hashem2104p@cope.uobaghdad.edu.iqnou.ras.abd2204@cope.uobaghdad.edu.iqahmed.a@cope.uobaghdad.edu.iq

Abstract

This study aims to prepare a special questionnaire to evaluate the effective creative leadership role of the dean and heads of scientific departments in the College of Physical Education and Sports Sciences from the point of view of faculty members. Moreover, to identify the responses of a sample of faculty members to establishing the effective creative leadership role from their point of view. The current research community was determined from all the teaching staff members in the College of Physical Education and Sports Sciences, who numbered (249) faculty members, with a percentage of (100%). The researcher used the entire research community in the sample, as he distributed the sample to (3). Main samples, which were (reconnaissance - preparation - application), where the number of the exploratory sample was (30) faculty members, with a percentage of (12%). A random selection was made by lottery. The researcher also determined by lottery the sample number, which amounted to (110) faculty members, with a percentage of (44%). What remained was the questionnaire application sample, which amounted to (109) faculty members, with a percentage of (44%). The researcher recommended the need to encourage the dean of the college and the heads of scientific departments to think more by making better predictions to develop the college's administrative work. There is a need to strengthen the ability of the dean of the college and heads of scientific departments in order to find different solutions from multiple resources to confront crises, and continuous encouragement from the dean of the college and heads of scientific departments for faculty members to implement training courses and educational workshops.

Keyword's: Evaluating, Effective creative leadership, Al-Mustansiriya

INTRODUCTION

Leadership expresses itself in any field of institution. It is considered the cornerstone of the success of the administrative process, (Jamal, A., & Muayed, 2023)

and it is considered the basic starting point for managing the administrative institution in a correct and effective manner, as leadership is one of the most important elements and functions of successful, effective creative management, and the success of that important element of management is the success and distinction of the rest of the other elements of management. The important role of this element is due to the fact that it plays a fundamental role,(Abdul Kareem, M., & qasim, 2023) covering all aspects of the administrative process, and is even considered the important axis on which all activities in institutions, especially Iraqi universities, are based, represented by the colleges of physical education and sports sciences at the Al-mustansiriyaUniversity.(Khadair, Y., & hamdan, 2023),(Tawfeq, A., & Jalal, 2023)The nature of the college is considered to be in direct dealing with professors and students, and the nature and privacy of the College of Physical Education and Sports Sciences is through the interaction between the leader and the followers,(Ali, H., & Qasim, 2023), (Shukr & Obaid, 2020) represented by the dean of the college and the heads of its scientific departments, with members of the teaching staff, as the aspect of leadership,(Al-fatlawi et al., 2023) which is a combination of creativity and effectiveness in dealing with the teaching staff, has a positive role. It is effective in improving the level of job performance and improving the level of productivity among faculty members,(Abdulhassan et al., 2020) as evaluating the effective creative leadership role of the dean and heads of scientific departments in the College of Physical Education and Sports Sciences It helps the evaluation take place through a set of activities and tasks that they carry out, which aim to enhance leadership and creativity in the college.(Easa et al., 2022) Hence the importance of the current research lies in identifying the leadership role of the dean and heads of scientific departments from the point of view of faculty members.The problem of the current research lies in the following question (What is the reality of the leadership role of the dean and heads of scientific departments in the College of Physical Education and Sports Sciences).(Hamza Muhammad Al-Bahadli & Ali Al-Tamimi, 2022) **The research aims are**Preparing a special questionnaire to evaluate the effective creative leadership role of the dean and heads of scientific departments in the College of Physical Education and Sports Sciences from the point of view of faculty members.(Essam, F., & Shaboot, 2023), (Awwad, K., & Saleh, 2023)Andidentifying the responses of a sample of faculty members to establishing the effective creative leadership role from their point of view.(Yousif, T. A., Almogami, A. H. B., & Khadim, 2023)

MATERIALS AND METHODS

Participants

The human fieldmembers of the teaching staff at the College of Physical Education and Sports Sciences - Al-mustansiriyaUniversity.The time frame for the period from 5/31/2023 - 7/12/2023.And spatial field College of Physical Education and Sports Sciences - Al-mustansiriyaUniversity.

Procedures

The descriptive survey method was used to implement the objectives of the current research because it suits the research problem and to achieve the objectives in the desired manner. And

the research community and its samplethe current research population was determined from all the teaching staff members in the College of Physical Education and Sports Sciences, who numbered (249) faculty members, with a percentage of (100%). The researcher used the entire research population in the sample, as he distributed the sample into (3) samples. The main one, which was (reconnaissance - preparation - application), where the number of the exploratory sample amounted to (30) faculty members, with a percentage of (12%). It was chosen randomly and by lottery. The researcher also determined by lottery the sample number, which amounted to (110) faculty members. Teaching, with a percentage of(44%) The remainder was for the questionnaire application sample, which amounted to (109) faculty members, with a percentage of (44%), as in the table and figure (1).

Colleges	Research community	Research Sample	Excluded Community	Survey Sample	preparation Sample	Implementation Sample
MustansiriyaUniversity	249	249	0	30	10	131
percentage	100%	100%	0%	12%	44%	44%
				100%		

Table 1.The research population and sample are faculty members.

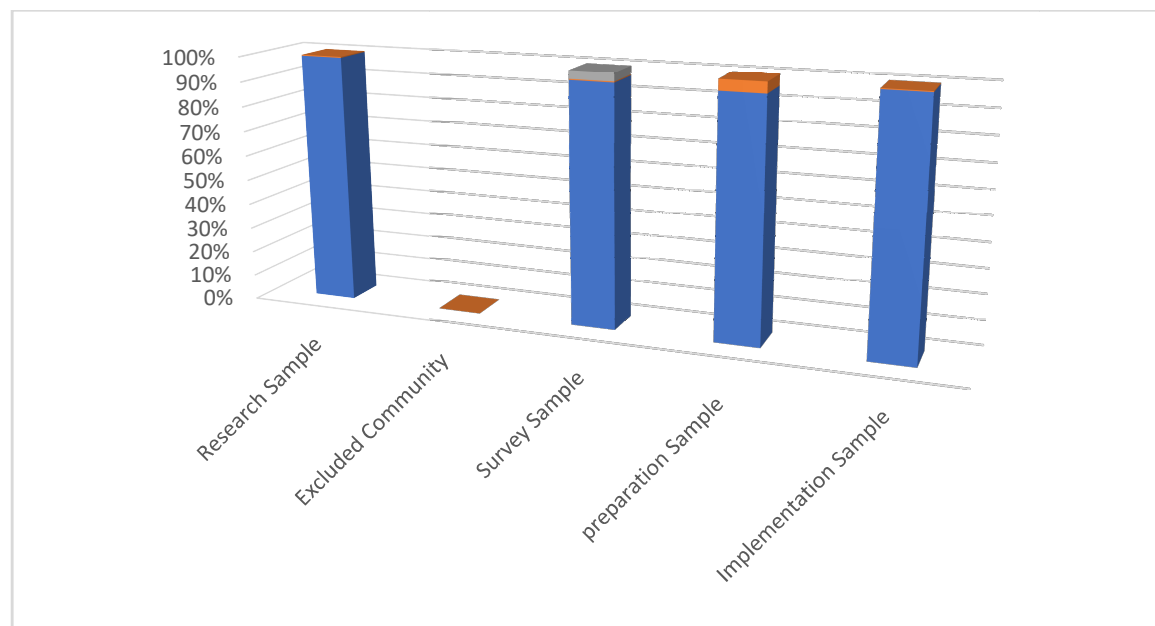


Figure 1.Distribution of the research sample.

The search tools in order to implement the research objectives, the researcher prepared a special questionnaire to collect information by reviewing the sources and studies related to the study variable. He identified a group of (6) fields and (20) phrases, and then presented them to a group of experts in the field of specialization. The Sports Administration, which numbered (13) experts, was approved in four areas, which obtained a percentage of more than (75%). The statements that received a percentage less than (75%) were rejected in Appendix (1), where (2) statements were rejected, thus (18) statements remained, as in Table (2).

N	Field	Expert opinions		Notes	Percentage
		Agree	not Agree		
1	Quality of Education	9	4	not Agree	69 %
2	Administrative performance	13	0	Agree	100 %
3	Reward and scientific productivity	13	0	Agree	100 %
4	Knowledge management	7	6	not Agree	53 %
5	Information Technology Communication	5	8	not Agree	38 %
6	Calibration	13	0	Agree	100 %

Table 2. The number of proposed fields and the percentage of agreement on them.

The researcher formulated some statements for each of the three areas, as shown in Tables below.

N	Administrative performance	It works	Not works	Percentage
1	The Dean of the College and the heads of scientific departments work continuously to effectively develop the administrative work in the College	13	0	% 100
2	The dean of the college and the heads of scientific departments have the ability to provide the correct vision for the requirements for the success of the college at the level of other colleges	10	3	% 76.3
3	The dean of the college and the heads of scientific departments have the ability to propose quick solutions to solve immediate problems in the college	12	1	% 92.3
4	The dean of the college and the heads of scientific departments have the ability to find solutions in different ways to quickly confront crises in the college.	13	0	% 100
5	The dean of the college and the heads of scientific departments have administrative predictive ability in developing the college's administrative work	10	3	% 76.3

6	The Dean of the College and the heads of scientific departments give freedom to faculty members to participate in developing the administrative work of the College.	12	1	% 92.3
7	The college dean and heads of scientific departments work through periodic meetings with faculty members	7	6	% 53

Table3.Administrative performance.

N	Reward and scientific productivity	It works	Not works	Percentage
1	The Dean of the College and heads of scientific departments reward the scientific achievements of faculty members through monetary and moral rewards.	13	0	% 100
2	The Dean of the College and the heads of scientific departments work by providing training courses and workshops in order to develop them scientifically	13	0	% 100
3	The Dean of the College and the heads of scientific departments are working to provide training programs and attract qualified trainers to develop the capabilities of faculty members.	12	1	% 92.3
4	The Dean of the College and the heads of academic departments encourage faculty members and coaches in particular to pay attention to all university sports tournaments and activities.	13	0	% 100
5	The Dean of the College and heads of scientific departments encourage faculty members to use modern scientific methods of educational technology in the lesson	12	1	% 92.3
6	The Dean of the College and heads of scientific departments encourage faculty members to innovate, create, and find ways to achieve the college's goals	12	1	% 92.3

Table4.Reward and scientific productivity.

N	Calibration	It works	Not works	Percentage
1	The Dean of the College and the heads of academic departments evaluate faculty members based on their results during the academic year	12	1	% 92.3
2	The method of the college dean and heads of scientific departments in carefully monitoring the faculty member is by directing them and not spying on them	12	1	% 92.3

3	The Dean of the College and the heads of the academic departments approve the supervision of the teaching staff and use the principle of reward and punishment	10	3	% 76.3
4	The dean of the college and the heads of academic departments have the great scientific ability to identify strengths and weaknesses after conducting the annual evaluation process for teachers.	13	0	% 100
5	Evaluation procedures are used in the first, middle, and final stages on an ongoing basis	9	4	% 69
6	The Dean of the College and the heads of scientific departments work to search for modern scientific methods to evaluate faculty members	13	0	% 100
7	The Dean of the College and the heads of scientific departments possess scientific knowledge in the field of evaluating faculty members objectively	12	1	% 92.3

Table5. Calibration

The validity of the questionnaire:

The researcher presented the questionnaire to the (13) experts in Appendix (1) in order to obtain apparent validity. All statements were accepted without any deletion. As in Table (6).

N	Administrative performance	Percentage
1	The Dean of the College and the heads of scientific departments work continuously to effectively develop the administrative work in the College	77 %
2	The dean of the college and the heads of scientific departments have the ability to provide the correct vision for the requirements for the success of the college at the level of other colleges	73 %
3	The dean of the college and the heads of scientific departments have the ability to propose quick solutions to solve immediate problems in the college	90 %
4	The dean of the college and the heads of scientific departments have the ability to find solutions in different ways to quickly confront crises in the college.	98 %
5	The dean of the college and the heads of scientific departments have administrative predictive ability in developing the college's administrative work	88 %

6	The Dean of the College and the heads of scientific departments give freedom to faculty members to participate in developing the administrative work of the College.	90 %
N	Reward and scientific productivity	Percentage
1	The Dean of the College and heads of scientific departments reward the scientific achievements of faculty members through monetary and moral rewards.	89 %
2	The Dean of the College and the heads of scientific departments work by providing training courses and workshops in order to develop them scientifically	98 %
3	The Dean of the College and the heads of scientific departments are working to provide training programs and attract qualified trainers to develop the capabilities of faculty members.	98 %
4	The Dean of the College and the heads of academic departments encourage faculty members and coaches in particular to pay attention to all university sports tournaments and activities.	87 %
5	The Dean of the College and heads of scientific departments encourage faculty members to use modern scientific methods of educational technology in the lesson	90 %
6	The Dean of the College and heads of scientific departments encourage faculty members to innovate, create, and find ways to achieve the college's goals	77 %
N	Calibration	Percentage
1	The Dean of the College and the heads of academic departments evaluate faculty members based on their results during the academic year	98 %
2	The method of the college dean and heads of scientific departments in carefully monitoring the faculty member is by directing them and not spying on them	89 %
3	The Dean of the College and the heads of the academic departments approve the supervision of the teaching staff and use the principle of reward and punishment	99 %
4	The dean of the college and the heads of academic departments have the great scientific ability to identify strengths and weaknesses after conducting the annual evaluation process for teachers.	98 %

5	Evaluation procedures are used in the first, middle, and final stages on an ongoing basis	88 %
6	The Dean of the College and the heads of scientific departments work to search for modern scientific methods to evaluate faculty members	89 %

Table 6.The validity of the questionnaire statements measuring the effective creative leadership role.

Resolution stability the researcher obtained reliability by presenting the questionnaire to the sample of the exploratory experiment, which numbered (30) faculty members, with a percentage of (12%).Exploratory experience the researcher tested the scale in order to identify the clarity and difficulty of the phrases on (30) faculty members, with a percentage of (12%), and in a random way in order to identify them. All the phrases were clear and understood by the selected survey sample.(Saeed et al., 2020), (Zaidam, M., & Hamid, 2019), (nbraz, younis, & Lazim, 2023) The scale was applied in the final form to a sample of (109) faculty members on Wednesday 6/14/2023 at the College of Physical Education and Sports Sciences - Al-mustansiriyaUniversity. (9) invalid questionnaires were excluded, so the valid questionnaires were (100) valid forms for analysis. Statistician.

Statistical analysis

The (Spss v. 17.10) statistical package was used by the researcher to process the data.

RESULT

The aim of the research was verified (to identify the responses of the sample of faculty members to establishing the effective creative leadership role from their point of view). The researcher extracted the arithmetic mean and standard deviation for the administrative performance field for each statement through the responses of the sample (100) faculty members, as shown in the table (7).

N	Administrative performance field phrases	Mean	Std. Deviation	Ranking
1	The Dean of the College and the heads of scientific departments work continuously to effectively develop the administrative work in the College	3.654	0.763	2
2	The dean of the college and the heads of scientific departments have the ability through the correct vision of the requirements for the success of the college at the level of other colleges	3.321	0.985	4

3	The dean of the college and the heads of scientific departments have the ability to propose quick solutions to solve two immediate problems in the college	3.984	0.435	1
4	The dean of the college and the heads of scientific departments have the ability to find solutions in different ways to quickly confront crises in the college.	3.098	1.093	5
5	The dean of the college and the heads of scientific departments have administrative predictive ability in developing the college's administrative work	2.654	1.765	6
6	The Dean of the College and the heads of scientific departments give freedom to faculty members to participate in developing the administrative work of the College.	3.321	0.871	3
Total		3.338	0.985	

Table 7.Arithmetic means and standard deviations for the field of administrative performance.

N	Scientific productivity field phrases	Mean	Std. Deviation	Ranking
1	The Dean of the College and heads of scientific departments reward the scientific achievements of faculty members through monetary and moral rewards.	3.214	0.921	4
2	The Dean of the College and the heads of scientific departments work by providing training courses and workshops in order to develop them scientifically	3.001	1.431	6
3	The Dean of the College and the heads of scientific departments are working to provide training programs and attract qualified trainers to develop the capabilities of faculty members.	3.100	1.091	5
4	The Dean of the College and the heads of academic departments encourage faculty members and coaches in particular to pay attention to all university sports tournaments and activities.	3.654	0.651	2
5	The Dean of the College and heads of scientific departments encourage faculty members to use modern scientific methods of educational technology in the lesson	3.421	0.861	3

6	The Dean of the College and heads of scientific departments encourage faculty members to innovate, create, and find ways to achieve the college's goals	3.876	0.432	1
Total		3.37	0.897	

Table 8.Arithmetic means and standard deviations for the field of scientific productivity

N	Calibration field statements	Mean	Std. Deviation	Ranking
1	The Dean of the College and the heads of academic departments evaluate faculty members based on their results during the academic year	3.654	0.543	1
2	The method of the college dean and heads of scientific departments in carefully monitoring the faculty member is by directing them and not spying on them	2.213	1.776	6
3	The Dean of the College and the heads of the academic departments approve the supervision of the teaching staff and use the principle of reward and punishment	3.332	0.763	2
4	The dean of the college and the heads of academic departments have the great scientific ability to identify strengths and weaknesses after conducting the annual evaluation process for teachers.	2.432	1.543	5
5	The Dean of the College and the heads of scientific departments work to search for modern scientific methods to evaluate faculty members	3.021	0.871	3
6	The Dean of the College and the heads of scientific departments possess scientific knowledge in the field of evaluating faculty members objectively	2.893	0.932	4
Total		2.924	1.071	

Table 9.Arithmetic means and standard deviations for the calibrationfield.

DISCUSSION

Through Table (7), which shows the arithmetic means and standard deviations for the field of administrative performance, where the arithmetic mean for all statements was (3.338) with a degree of deviation (0.985).(Jawad, M., & Jabbar Shinen, 2016), (mohammed , Y., & Sabeeh,

2022) The researcher believes that the administrative performance of the college dean and heads of scientific departments includes a set of roles and tasks that they carry out to achieve the general and specific goals of the college in order to develop it properly.(rashed, mohamed, & Ghazi, 2023) These roles differ from one official to another,(Mondher, H. A., & Khalaf, 2023), (Jaafer et al., 2023) as the greatest authority rests with the dean, and the department heads bear part of those responsibilities in administrative performance, as “the authorization is by the senior leadership and granted to the employees.”(Sami Rafat L, n.d.), (Ahmed Amer Abdul Hussein, 2020)It greatly helps to improve the level of the relationship with faculty members, as the strategic vision possessed by academic decision-makers has a future vision for the college, sets the strategic goals necessary to achieve them, and ensures their implementation in cooperation with the teaching and administrative staff.(Kadhim, 2012), (Jawad, M., & Jabbar Shinen, 2016) Through Table (8), which shows the arithmetic means and standard deviations for the field of scientific productivity, where the arithmetic mean for all statements was (3.338) with a degree of deviation (0.985).(Ahmed Fadhil Farhan Mohammed Jawad Kadhim, 2016)The researcher believes that the reward and scientific productivity given by the dean of the college and heads of scientific departments to faculty members depends primarily on the policy followed by each university and each college,(Moayed, 2016), (Nazar, T., & Aladdin, 2018) as there are some common factors that may affect the reward and scientific productivity of faculty members affiliated with colleges of physical education, as Additional financial rewards are provided to faculty members who achieve outstanding scientific productivity, such as honoring them when obtaining research grants, funding research projects,(Fadel & Kadem, 2021), (Saadi, A., & Nezar, 2020) or improving their salaries based on their performance. Through support and guidance: The college dean and heads of scientific departments can provide support and guidance to faculty members to enhance their scientific productivity,(Mahmood et al., 2023) by providing training opportunities and the necessary resources for research and scientific publishing.

Through Table (9),(Kzar & Kadhim, 2020) which shows the arithmetic means and standard deviations for the evaluation field, where the arithmetic mean for all statements was (2.924) and the degree of deviation was (1.071).The researcher believes that the evaluation of faculty members by the dean of the college and heads of scientific departments includes a set of activities and standards that are used to evaluate the performance of faculty members and motivate them to achieve academic success. However,(Mohsen, M., & Sabieh, 2021), (Easa et al., 2022) it should be noted that this evaluation varies based on the policies and practices of each university and college. The academic and teaching performance of faculty members is evaluated based on scientific productivity, (Mousa, A. M., & Kadhim, 2023) Academic members are evaluated based on their contributions to scientific research.

CONCLUSION

The dean of the college and the heads of scientific departments have methods for developing administrative work within the college,Have the administrative capacity to propose quick

solutions to solve two immediate problems in the college, Work to continuously encourage faculty members to win university sports championships, work to encourage faculty members to innovate and create. And work to evaluate the faculty members based on their productions during the academic year in a fair manner.

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Appendix

N	Name	Title	Jurisdiction	Workplace
1	Qusay Fawzi Mozan	Prof. Dr	Sports management	College of Physical Education and Sports Sciences Basrah University
2	Naseer Qasim Khalaf	Prof. Dr	Sports management	College of Physical Education and Sports Sciences Diyala University
3	Khaled Aswad Laykh	Prof. Dr	Sports management	College of Physical Education and Sports Sciences Muthanna University
4	Salaam Hantoush Rashid	Prof. Dr	Sports management	Collage of Basic Education Mustansiriya University
5	Yassin Ali Khalaf	Assistant Prof. Dr	Sports management	College of Physical Education and Sports Sciences Anbar University
6	Shaheen Ramzi Rafiq	Assistant Prof. Dr	Sports management	College of Physical Education and Sports Sciences Kirkuk University
7	Sondos Musa Jawad	Assistant Prof. Dr	Sports management	College of Physical Education and Sports Sciences Baghdad University
8	Haider Hassan Lafta	Assistant Prof. Dr	Sports management	Collage of Basic Education Mustansiriya University
9	Sajat Majeed Jaafar	Assistant Prof. Dr	Sports management	College of Physical Education and Sports Sciences Qadisiyah University
10	Othman Mahmoud	Prof. Dr	Sports	College of Physical Education

	shahadha		management and Sports Sciences Diyala University
11	Rana Turki Mahdi	Prof. Dr	Sports Collage of Basic EducationMustansiriya University

Table 10. Appendix names of the experts to whom the research scale was presented.