

THE RELATIONSHIP BETWEEN JOB SATISFACTION AND CREATIVITY AMONG TENNIS TEACHERS IN THE UNIVERSITIES OF THE MIDDLE EUPHRATES

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ABSTRACT

Major developments have occurred in management in recent years, and these developments came as a result of technological progress in all areas of life. It has become necessary for any organization to keep pace with these developments in order to be distinct from other organizations similar to it in the nature of its work. To achieve this requires preparing leaders capable of using. The application of modern management methods, and this in turn requires the availability of good awareness and awareness to create suitable job satisfaction for working individuals. Through his knowledge of the sports movement in the country in general and racket games in particular, the researcher wanted to study one of the important administrative aspects that is taken into account when judging the progress and advancement of nations, and that any administrative method It depends on the efficiency of the ability to deal with mathematical problems, job satisfaction, legal knowledge, and creativity are linked and interactive with each other and affect each other. The process of job satisfaction is a vital and important process, which consequently leads to creativity at work.

Keywords: *Job satisfaction, creativity and tennis.*

INTRODUCTION

Major developments have occurred in management in recent years, and these developments came as a result of technological progress in all areas of life. It has become necessary for any organization to keep pace with these developments in order to be distinct from other organizations similar to it in the nature of its work. To achieve this requires preparing leaders capable of using... The application of modern management methods, and this in turn requires the availability of good awareness and understanding to create job satisfaction appropriate for individual workers, as success in creating job satisfaction appropriate for individuals may be the individual's awareness that what he brings to the job is proportional to his abilities and inclinations with his job duties, including also: what is related to the work environment and its conditions. By achieving this, the individual's motivation to exert more effort increases, and then contributes to achieving results in a manner characterized by creativity, development, and innovation far from routine work.¹ This is what all organizations are keen on, in creating an environment that encourages continuous education, as well as thinking. And working to develop their skills and abilities, as subordinates often differ in following the procedures and implementing them professionally, which leads to: the inability to achieve the desired results and the difficulty of reaching their goals. The importance of job satisfaction becomes clear through the role played by the human element, as it plays a pivotal role in planning, And the implementation of the organization's activities, so the individual is still, and will remain, the element that organizations bet on for survival and success. The survival of organizations in an environment characterized by complete competition and instability depends on the extent to which the behavior of its individuals is studied and influenced.

RESEARCH PROBLEM

Through his knowledge of the sports movement in the country in general and racket games in particular, the researcher wanted to study one of the important administrative aspects that is taken into account when judging the progress and advancement of nations, and that any administrative method depends on the efficiency of the ability to deal with sports problems, job satisfaction, legal knowledge, and creativity are linked and interacting with each other. Some of them influence others because the process of job satisfaction is a vital and important process, which consequently leads to creativity at work.

RESEARCH OBJECTIVES

1. Preparing a measure of job satisfaction for teachers of racket games at the universities of the Middle and Southern Euphrates
2. Preparing a creativity scale for teaching racket games at the universities of the Central and Southern Euphrates
3. Identifying the degree of job satisfaction, legal knowledge, and creativity among teachers of racket games at the universities of the Middle and Southern Euphrates.

RESEARCH HYPOTHESES

- The degree of creativity and job satisfaction among racquet games instructors at the universities of the Middle and Southern Euphrates is significantly, statistically significant correlated.

FIELD OF RESEARCH

- Human field: Teaching at the universities of the Middle Euphrates in racket games for the academic year 2022-2023 AD.
- Time range: 7/20/2023 - 4/5/2023
- Spatial field: Universities of the Middle Euphrates.

RESEARCH METHODOLOGY AND FIELD PROCEDURES

RESEARCH METHODOLOGY

To meet the needs of the study, the researcher employed the descriptive approach with correlational relationships and the survey method.

THE RESEARCH COMMUNITY AND ITS SAMPLES

The research community included (41) teachers of racket games in the universities of the Middle Euphrates distributed among (6) universities. As for the research sample, the comprehensive enumeration method was used at a rate of (100%), and as shown in Table (1), my agencies:

SAMPLE EXPLORATORY EXPERIMENT

It consisted of (3) teaching staff from the universities of (Babylon, Kufa, and Al-Qadisiyah).

SAMPLE APPLICATION

It consisted of (41) volleyball teachers

Table 1. Members of the research community identify the teachers of racket games at the universities included in the research

University		Tennis teachers in the universities included in the research		
		Total number	Survey sample	Sample application
All universities		41	3	41
1	Kufa	8	1	7
2	Babylon	12	1	11
3	Karbala	7	0	7
4	Al-Qadisiyah	12	1	12
5	Euphrates	2	-	2

TOOLS, METHODS AND DEVICES USED IN RESEARCH:

The researcher employed the following instruments, techniques, and apparatus to achieve the study's objectives:

- Arab and foreign scientific sources and references.
- The questionnaire.
- Electronic information network.
- Pentium/4 type electronic calculator.

FIELD RESEARCH PROCEDURES

It is necessary to define procedures in scientific research, which are considered one of the important means of evaluation in the areas of life in general, and in the field of physical education and sports sciences in particular.

- Determine the research variables²
 1. Job satisfaction scale:After informing the researcher of a number of tests related to job satisfaction. It was found that the Natiq Muhammad Barak scale ³is the most appropriate for research, which originally consists of (65) items aimed at measuring job satisfaction among sports coaches, and the answer to it is through five alternatives: (totally agree, agree, not sure, disagree). Totally disagree), as the total score of the scale ranges from (65-325) degrees.
 2. Determine the validity of the job satisfaction scale:This procedure requires obtaining the approval of a group of experts and specialists in the sports field regarding the validity of preparing the items for the scale. Therefore, the researcher prepared the job satisfaction scale form in its initial form and prepared new items to suit the members of the research sample. It was presented to a group of experts and specialists Then I modified some paragraphs based on their opinions. After thatI employed Chi-square analysis to ascertain the disparities between the experts who concurred and disagreed, and kept (54) paragraphs according to the experts' opinion and deleted (11) paragraphs, which are (3, 22, 24, 27, 34, 40, 43, 46, 52, 54, 59),The number of items accepted by the experts was (54) items, and (11) items were deleted because their chi-square value was less than their tabular value of (3.84) with significance level (0.05) and degree of freedom (1).
 3. The test trial for the work satisfaction measure: In order to ensure that the instructions were clear and the items were acceptable for the study sample, the work satisfaction measure was administered to a sample of three teaching staff members. This also helped to eliminate any challenges or roadblocks that the researcher would encounter while using the scale. Following the scale's application, it was evident that there were no application-related issues, and the response time was between eleven and fifteen minutes. The scale is therefore prepared for application to the study sample.
 4. The primary observation made using the work satisfaction scale is: The researcher started using the scale, which has 54 items, on the research sample, which consists of 41 teachers who represent the preparation sample for the period of July 20, 2023, to December 12, 2023, after the scale's items and instructions were ready. This was done to finish the scale's preparation and to conduct statistical analysis.

SCIENTIFIC FOUNDATIONS OF THE JOB SATISFACTION SCALE

1. Validity of the scale: When assessing measuring instruments, one of the key fundamental indicators and concepts to consider is honesty. In order to determine apparent validity and hypothetical construct validity (discriminating power), the researcher used two different kinds of honesty:⁴

- Appearance of honesty: The test's apparent validity was tested by putting it in front of experts and specialists. Based on the statistical significance of the Chi-square between those who agreed and disagreed, all arbitrators approved of all of the scale's axes and phrases.
- Validity of the hypothesis: After gathering 41 teaching data points, the researcher transcribed and arranged the data in ascending order from the lowest score to the highest score. She then chose (27%) of the highest scores, or 19 teaching staff members, in order to determine the validity of the hypothesis formation. This was done by calculating the discriminating power of the scale using the two extreme groups method. Additionally, (27%) of the lowest scores, or (19), were also "teaching," as Kelly notes that (27%) are from the higher groups and (27%) are from the higher groups, demonstrating the test's capacity to discern between participants (the study sample). The lowest is the best percentage through which we obtain the highest coefficients of excellence. The researcher obtained significant differences between the high and low groups in the job satisfaction test, which indicates the ability of the test to distinguish between the two groups.

2. Scale stability: To determine the scale's dependability, the researcher used two techniques:

- Half division method: This approach, which only needs to administer the test once and is notable for requiring little work and time, is one of the most popular ways in educational and psychological research to determine the reliability coefficient. This approach is based on administering the test to one group and then splitting it into two equal halves in order to verify its dependability. The test can be divided in other ways. There is an option to use the first half of the exam against the second, or to use odd-numbered questions against even-numbered ones.⁽²⁾ The scale's elements were split into odd and even categories, therefore the researcher used the data from the 41 instructors who made up the basic sample. Next, using the Pearson method and the statistical bag (SPSS), the correlation coefficient between the sum of the scores of the two halves of the scale's 54 items was extracted. However, this correlation coefficient only indicated stability for half of the test; the Spearman-Brown equation was then applied to obtain stability for the entire test. and it has been shown that the test is characterized by a high degree of stability with regard to the job satisfaction measure, and it has been shown through the reliability coefficient values that it High indicators of test reliability.
- The Vacronbach approach: Based on the data of the 41 instructors who made up the preparatory sample, the researcher retrieved this form of dependability. This method produced a good reliability coefficient, with the value of the reliability coefficient derived for the scale reaching 0.80. Consequently, the scale has 54 components and is prepared for use.

MEASURE OF ADMINISTRATIVE CREATIVITY ABILITY

Since the test was originally prepared for an environment other than the sports environment, it was necessary for the researcher to modify the scale so that it would be appropriate for the sample of the current research, who are tennis teachers. The researcher modified the items of the scale to suit the nature of the research sample. After that, the modified scale was presented to a panel of professionals and experts. The scale comprised three fields that included each of (the original items, the amended items, and the amendment that depends on the opinions or correction expressed by experts regarding the amended items). Sports management scientists were asked to provide their opinions on the validity of the amendments made to the scale's statements.⁵

DETERMINING THE VALIDITY OF THE ITEMS OF THE ADMINISTRATIVE CREATIVITY ABILITY SCALE

This procedure requires obtaining the approval of a group of experts and specialists in the sports field regarding the validity of preparing the items for the scale. Therefore, the researcher prepared the creativity ability scale form in its initial form and prepared new items to suit the members of the research sample. It was presented to a group of experts and specialists. After that, some paragraphs were modified based on their opinions. After that, (Chi-square) was used to ascertain the distinctions between the specialists who concurred and differed. (60) paragraphs were kept according to the experts' opinion, and (10) paragraphs that did not obtain the approval of the experts were excluded.

The number of items accepted by the experts was (60) items, and (10) items were deleted because their chi-square value was less than their tabular value of (3.84) at a degree of freedom (1) and a significance level (0.05), which are paragraphs (16, 35, 37, 38, 45, 55, 75, 58, 62, 65).

THE EXPLORATORY EXPERIMENT TO MEASURE THE ABILITY TO MEASURE ADMINISTRATIVE CREATIVITY

The creativity ability scale was applied to a sample of (3) members for the purpose of ensuring the clarity of the instructions and the suitability of the paragraphs for the research sample, and also avoiding the difficulties and obstacles that the researcher may encounter while applying the scale. After applying the scale, it became clear that there were no difficulties in application, and the response time took about (20 - 25 minutes. Thus, the scale is ready to be applied to the research sample.

THE MAIN EXPERIENCE OF MEASURING THE ABILITY TO MEASURE ADMINISTRATIVE CREATIVITY

Following the completion of the scale's items and instructions, the researcher started using the scale, which consists of sixty things, on the research sample, which numbered (41) teachers representing the research sample for the period from 4/20/2023 until 5/20/2023 for the purpose of completing Preparing it for the purpose of conducting statistical analysis.

SCIENTIFIC FOUNDATIONS FOR MEASURING ADMINISTRATIVE CREATIVITY ABILITY

1. Validity of the scale: When assessing measuring instruments, one of the key fundamental indicators and concepts to consider is honesty. The investigator depended upon two forms of integrity: Sixth, hypothetical concept validity and apparent validity (discriminating power).⁶
 - Appearance of honesty: The test's apparent validity was tested by putting it in front of experts and specialists. Based on the statistical significance of the Chi-square between those who agreed and disagreed, all arbitrators approved of all of the scale's axes and phrases.
 - Validity of the hypothesis: The researcher first collected 41 teaching data points, transcribed them, and arranged them in ascending order from the lowest score to the highest score. Next, she selected (27%) of the highest scores, or 19 teaching staff members, in order to determine the validity of the hypothesis formation by calculating the discriminating power of the scale using the two extreme groups method. Moreover, (27%) of the lowest results, or (19), were likewise "teaching," to show how the exam might differentiate between participants (the research sample), According to Kelly's findings, 27% of the population belongs to the upper groupings. The optimum percentage that allows us to get the highest coefficients of excellence is the lowest. The test's capacity to differentiate between the two groups was demonstrated by the researcher's discovery of substantial variations in the creativity ability test scores of the top and lowest groups.
2. Scale stability: To determine the scale's dependability, the researcher used two techniques:
 - Half division technique: Due to its economy of work and time, the split-half approach is one of the most used ways in educational and psychological research to determine the reliability coefficient. It only involves administering the test once. This approach is based on administering the test to one group and then splitting it into two equal halves in order to verify its dependability. The test can be divided in other ways. It is possible to utilize odd-numbered questions against even-numbered questions, or to employ the first half of the exam in contrast to the second. The researcher used the data from the members of the basic sample of 41 teachers. The scale's items were divided into odd and even halves, and the correlation coefficient between the sum of the scores of the two halves of the scale's (60) items was extracted using the Pearson method and the statistical bag (SPSS). However, this correlation coefficient only indicated stability for half of the test; the Spearman-Brown equation was then applied to obtain stability for the entire test. It has been demonstrated that the test has a high degree of stability when it comes to measuring creativity capacity, and the reliability coefficient values have demonstrated that it high test reliability indications.
 - The Vcronbach approach: Using data from the preparatory sample of 41 instructors, the researcher retrieved this form of dependability. This method produced a good reliability coefficient, with the value of the reliability coefficient derived for the scale reaching (0.87). As a result, the scale has sixty items and is prepared for use.

RESULTS AND DISCUSSION

PRESENTATION, ANALYSIS AND DISCUSSION OF RESULTS

Analysis and discussion of the results that were reached in light of the objectives set as a result of its application of the research tools represented by the process of preparing study standards (job satisfaction, administrative creativity) by following the steps of the procedures for preparing psychological standards by applying them to the racquetball teachers, who numbered (41) teachers, and it was achieved. Among them were the first research objectives, which were to prepare standards. It was found that the prepared scales had good standard characteristics. To achieve the remaining research objectives, it was done by collecting data for the scales mentioned above.⁷ These procedures were presented in the form of tables and then interpreted to achieve the remaining research objectives and hypotheses. The following results appeared:

- **The reality of job satisfaction and administrative creativity among racket games teachers:**

After we achieved the first and second research goal of preparing a measure of job satisfaction and administrative creativity, which were referred to in the third chapter, and to achieve the third goal of identifying the reality of job satisfaction and creativity among racquetball teachers, it became clear after analyzing the data that the arithmetic mean of the job satisfaction measure for teachers reached (169.78) with a standard deviation of (9.85). As for the scale, and with regard to the creativity scale, the arithmetic mean for them reached (185.87) and with a standard deviation of (10.25).

It was discovered that there were apparent differences between the arithmetic mean and the hypothesized mean for the job satisfaction scale. To determine the statistical significance of these differences, the t-test was used. It appeared that

the value of (T) calculated for tennis teachers reached (3.65) and the value of (SIG) was less than (0.05). This indicates that there is a statistically significant difference. The finding may be understood in the context of job satisfaction, which is defined as employees' sentiments about their work as a result of their understanding of what their occupations should provide for them. It is also a state of "contentment, acceptance, and achieving what is desired through satisfying the individual's needs and desires resulting from the job and the individual's interaction with the work itself and with the work environment." ⁸

And then "The increase in administrative creativity in work and belonging, which leads to an increase in individual production."⁹ Recently, researchers in the fields of organizational behavior have paid increasing attention to studying creativity and legal knowledge because of their clear impact on job satisfaction.¹⁰

CONCLUSIONS

1. The scales are valid for measuring job satisfaction and administrative creativity, which the researcher prepared to measure job satisfaction and administrative creativity for racket games teachers in the universities of the Middle Euphrates.
2. Tennis teachers at the universities of the Middle Euphrates enjoy job satisfaction and administrative creativity, according to the results of measuring these variables.

RECOMMENDATIONS

1. Conducting a comparative study on research variables between volleyball teachers at the universities of the Middle and Southern Euphrates and the northern universities.
2. The necessity of relying on administrative creativity to achieve the job satisfaction index.

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