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The reality of the organizational brilliance of physical Educators in the college of Physical Education and Sports Sciences / University of Baghdad from female students point of view

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Abstract. Achieving goals effectively reflects the success of the institution. However, unless this indicator is coupled with efficiency when achieving goals, the institution will be equal in its achievements, and distinction will remain unachieved. Perhaps the role of the teaching staff in pushing the institution or college towards brilliance focuses on their ability to motivate people on the one hand and their interest in achieving brilliance for the institution. On the other hand, the importance of the research lies in the institution's reaching a prominent position through the brilliance and creativity of teaching and achieving competition between institutions that make it more brilliance. The study seeks to achieve the goal of the reality of brilliance and reveal the organizational style of teaching in the College of Physical Education and Sports Sciences / University of Baghdad through preparing a measure of organizational brilliance. For teachers.

Keywords. the term brilliance refers to the meaning of creativity, mastery or excellence and excellence, that is, something in which an individual is creative and outstanding

Introduction

Change and how to successfully lead it has become one of the most important topics that occupy the mindset of administrative leaders, for convincing reasons, as change is happening everywhere and at an accelerated pace, and the future success of our institutions depends on how leaders, managers or the teaching himself are able to change some routine ideas and issue ideas that exceed the challenges facing institutions, universities and colleges at the present time. If the administration stood behind the success or failure of societies in achieving their growth and goals, it starts with the individual in terms of managing his personal affairs and ends with the management of countries and alliances, and in the modern era, management and all Humanities have entered into the prosperity and development of many institutions, including sports, as there is almost no phenomenon or any particular organization without its need for management, it is the guarantee of its development, survival and continuity, as scientists believe that management enters into everything because the role of management is a shining sun in the successes of nations.

The fact that working to achieve the goals with brilliance and creativity reflects the success of the institution, but this indicator, unless combined with efficiency and success to achieve the goals of the institution, excellence will remain unrealized. Perhaps the role of teaching in pushing the institution or college towards brilliance is focused on their ability to motivate people on the one hand and interest in achieving brilliance for the institution on the other.

Of course, walking in a balanced line between these two roles reflects the real teaching role that seeks to reach brilliance in the institution from the scientific point of view on the one hand and personal creativity on the other. The term organizational brilliance refers to the meaning of creativity and mastery or distinction and excellence in the sense of something that an individual is creative and distinguished in (Mezher, 2007, p.91).

A successful teacher who directs his lessons to Brilliance is the king who can cover the paragraphs of his lessons and achieve academic success for the college, and this undoubtedly needs a wise administration capable of combining interest in students and interest in the level of promotion for the college or university alike, and employing this in a smart way that enables the college to reach the best state of Excellence down to administrative and organizational brilliance.

Therefore, this study seeks to reveal the extent to which leadership orientations in the deanship and departments, according to the educational qualifications model, contribute to achieving administrative and developmental brilliance, so the problem boils down to the following question:

The extent to which teaching according to the academic style contributes to achieving organizational brilliance and creativity in delivering scientific information to students

The importance of the research lies in the institution's reaching a prestigious position through the brilliance and creativity of teaching and achieving competition between institutions, whether universities or colleges, which make it more brilliant, and given the status of universities in Iraqi society, which embraces staff and teachers who differ clearly in their characteristics and roles, which leads them to organizational brilliance, so these

The study reveals the organizational pattern according to the teaching interest that achieves a prestigious position in universities through the preparation of the organizational brilliance scale.

Procedures and tools:

The researcher used the descriptive method in a survey style, as it fits the idea of research, and the research community included the college's 98 female students, which represents the community of total origin. As for the research sample, it is "the part that represents the research community or the model on which the researcher conducts her entire work (Mahjoub and Badri, 2002), and the research sample will consist of (98) female students, representing a percentage of the original community.

The survey experiment sample consisted of (8) female students, and the main experiment sample, and the sample for preparing the organizational scintigraphy scale consisted of (90) female students from the Faculty of Physical Education, University of Baghdad.

The researcher has prepared a special form to identify the fields and presented it to the experts, after which a form will be presented to identify the paragraphs for each field to choose the appropriate one, after which communication and coordination will be made with the relevant departments and stages benefiting from the idea of the research study and its applications represented by the students of the Faculty of physical education and sports sciences, and the preparation of an open questionnaire distributed to persons of competence and concerned to obtain information that will benefit the researcher in the preparation of the scale.

Setting the scale:

Specialists in the field of building and preparing metrics remind that the process of building or preparing for any metric should begin with determining the concept of the variable to be studied (Ahmed, 2006) and this is what the researcher did, as the theoretical definition of the concept of administrative brilliance was specified, which was mentioned in Chapter One (the term brilliance refers to the meaning of creativity, mastery or excellence, i.e. something that an individual is creative and distinguished in)

Identification of scale areas:

That is, the identification of the basic components of the scale, which are hypothetical components related to the phenomenon or idea to be measured, according to theoretical studies from sources, references and similar studies, the proposed areas are identified and a theoretical definition is given to each area, taking into account that the areas are given to the phenomenon or concept to be measured and presented to a number of experts and specialists (Ahmed, 2006). Preparation of the initial wording of paragraphs:

The researcher prepares paragraphs for each field, provided that each paragraph expresses the field in which it was developed on the basis of the definition of the field, identifying the proposed answer alternatives and presenting them to experts and specialists to express their opinions on the validity of each paragraph in measuring the phenomenon to be measured, as well as its validity in the field in which it was developed with the validity of the answer alternatives.

Steps for setting up an organizational fluorometer:

In order to prepare the regulatory fluorescence scale for this study, the researcher took the following steps:

First: the idea of the scale of organizational brilliance was identified, as the researcher clarified this concept and defined it accurately, giving a procedural definition and a theoretical definition that were adopted in proportion to the study sample, which the researcher touched upon in the first part, and that this idea is in line with the desire of the researcher and its direction.

Secondly, the purpose and importance of the scale was determined, which is to be used later to identify the level of organizational brilliance of the research sample.

Third: after the researcher carried out the previous procedures, the researcher reviewed many of what was written about the subject of organizational brilliance in Arabic references and research related to the study of organizational brilliance, as well as the researcher returned to the internet to learn about everything new related to the phenomenon, as the researcher was able to propose (7) fields in its initial form with their definitions and the theoretical definition adopted by the researcher of the concept of organizational brilliance with the proposed fields Appendix (3) was presented to a group of

Experts and specialists in order to assess the suitability in covering the concept of the scale, their number is (15) experts and approval was determined for (12) experts and more as a criterion for the validity of the field, that is, the field that does not receive (80%) of the approval of experts was excluded, and in light of the opinions of experts, the following fields were obtained, as in Table (1) .

Table (1)

Shows the number of experts and percentages for each field

يبين عدد الخبراء والنسب المئوية لكل مجال

The result	Percentage ratio	Number of experts		Fields	Sequencing
		Non-consenting	Approvers		
Acceptable	% 100	0	15	Leadership brilliance	1
Acceptable	%93	1	14	Creative adaptation and innovation	2
Acceptable	%93	1	14	Cognitive brilliance	3
Rejected	% 50	7	8	Internal environment	4
Rejected	%73	3	11	Moral and material rewards and incentives	5
Rejected	%60	6	9	Social status	6
Rejected	%50	7	8	University buildings	7

According to the previous table, the selected areas that received a percentage of (75%) of the experts' agreement, as stated by (Bloom) (Bloom, 1983), became the areas of the scale, which are three areas, as follows

1. Leadership brilliance.
2. Creative brilliance and innovation.
3. Cognitive brilliance.

Fourth: preparing the paragraphs according to the definition of each axis, as the researcher has prepared the proposed paragraphs of (33) paragraphs in a questionnaire distributed among the fields with the validity of the alternatives to the five-line answer, the researcher points out that the following points were taken into account when preparing the paragraphs, namely:

- The paragraph should have a clear meaning .
- Be expressive of one idea .
- Express the axis in which it was placed .
- Avoid negating negation, in order to prevent confusion .

The method of Correction of scale paragraph substitutions .

The Likert method was adopted in the process of drafting paragraphs and is one of the well-known methods in the field of building metrics.

This method is characterized by the following:

1. It is one of the most widely used methods of measurement (Zahran, 1973).
2. It is a method characterized by a high degree of stability because the presence of a number of alternatives in front of each paragraph ranging from full approval to complete rejection increases the degree of stability (Esawi, BT).
3. The Likert method gives the respondent great freedom to express his opinions, in the direction of each paragraph (C.R & R.J, 1967).

The apparent honesty of the paragraphs .

The step of apparent honesty of paragraphs is one of the important steps in the process of building and preparing administrative and psychological metrics, through which the validity of each paragraph is identified in measuring the concept or phenomenon to be measured.

The apparent truthfulness of the paragraphs of the scale was achieved by presenting them to a group of experts and specialists in the fields of Management Science, Psychology, measurement and evaluation, numbering (15). the 33 paragraphs of the scale were presented with their fields and alternatives to the five – fold answer and they were asked to express their opinion on the validity of the paragraphs in measuring the organizational brilliance of the study sample and their validity in the field in which they were placed and the validity of the alternatives to the five – fold answer, which is (always – often – sometimes-rarely-never).

After taking into account their opinions, an approval rating of 75% and more was adopted as a criterion for retaining the paragraph, and Bloom and others stated that this percentage is acceptable for retention.

Exploratory experience:

After the procedures mentioned, the researcher conducted an exploratory experiment on (8) eight randomly selected individuals, the aim of which is to verify the clarity of the meanings of the paragraphs, understanding and clarity of instructions, the adequacy of the assistant team and the time taken to answer, as well as to ensure that there are no difficulties or obstacles and work to avoid them if they exist and was conducted for the period from 12/12/2022 until 10/1/2023. It was found that the instructions and paragraphs were clear and there were no obstacles and that the time taken to answer ranged from (9-14) minutes, and thus the scale with its (33) paragraphs became ready for application.

3-4-4 main application of the scale:

The researcher, with the help of the assistant working team, applied the scale to the members of the construction sample consisting of (90) members of the sample and detailed in Table (1) for the period from (12/12/2022) until (28/12/2022), as the scale was prepared with its(33) paragraphs sequentially without mentioning his interlocutor with the answer instructions Appendix (1)¹ to extract the veracity of the paragraphs and their statistical stability .

Statistical analysis of paragraphs:

It is intended to extract the honesty and consistency of the paragraphs, and it is one of the most important procedures that must be performed in the process of preparing or building any measure, and for this the researcher has the following procedures

Believe the scale.

Honesty has a great importance in the process of building and preparing metrics, and no metric can be built or prepared without being characterized by honesty, as its importance lies in identifying and revealing the nature of the content of paragraphs within the scale, whether it measures the phenomenon, concept or feature to be measured or not, and honesty has several meanings, perhaps the most important of which is that an honest measurement measures what it should measure (Majzoub, 2010)

Honesty is also defined as "the ability of a scale to measure the characteristic that it is intended to measure" (L.E & W. B, 1979), and the following types of honesty were investigated in the scale of this study :

First : believe the content Content Validity .

The researcher used two indicators of the truthfulness of the content, namely :

The importance of virtual honesty and Face Validity :

¹ Appendix 1

The apparent honesty in the scale of this study has been achieved by presenting the scale with its axes and paragraphs to a group of experts and specialists as mentioned above .
 His discussions and paragraphs on a group of experts and specialists as mentioned above .

Logical validity logical Validity logical validity :

Ahmed Suleiman asserts that logical honesty "is the definition of the phenomenon or concept to be studied, determining its dimensions or axes, and covering these dimensions with phrases that represent them truthfully" (Ouda, 1985). the researcher defined the concept of contemporary technology, identified the axes of this concept and covered these axes with paragraphs expressing each axis as mentioned, which means achieving logical honesty of the scale.

Honesty of construction Construct Validity:

This honesty is achieved through statistical analysis of the paragraphs and the researcher has verified the availability of this honesty through the following indicators

- 1- .The discriminative ability of paragraphs :
- 2- It means the ability of the paragraph to distinguish between people who are characterized by a high degree from people who are characterized by a low degree in the required trait or concept.for the purpose of verifying this, the answer forms of the research sample of (90) forms were arranged in descending order. through this, the two peripheral groups in each group (27%) were identified by (24.3), i.e. (24) individuals and the middle group included (42) individuals, and (27%) is one of the preferred ratios to identify the strength of the paragraph in distinguishing between the upper and lower groups. (D.J & L .S, 1981)
 Using the T-test (T.Test) for the significance of the differences of the computational circles between the upper and lower groups shows that all paragraphs are a statistical function, as it turns out that the level of significance is less than the approved level of significance (0.05) and the degree of freedom (46) and Table (2) shows that

Table (2)
 Shows the discriminative power of the scale construction paragraphs

Type of difference	The real moral	Calculated t-value	For the senior group		The lower group		Ferry number
			ع	س	ع	س	
Moral	.0125	2.17	0.67	2.75	0.70	2.37	1
Moral	.037	2.80	0.43	1.02	0.43	3.75	2
Moral	.027	0.00	0.43	3.75	0.43	3.75	3
Moral	.049	2.10	0.43	3.75	0.50	3.50	4
Moral	.029	3.48	0.33	3.12	0.50	3.50	5
Moral	.000	3.21	0.49	3.75	0.00	4.00	6
Moral	.0148	3.00	1.13	3.00	0.84	2.75	7
Moral	.029	2.25	0.79	2.12	0.50	2.50	8
Moral	.0131	3.10	0.71	1.43	0.80	3.43	9
Moral	.049	3.48	0.50	3.50	0.33	3.12	10
Moral	.039	2.80	0.30	1.50	0.50	3.50	11

Moral	.000	6.64	0.43	3.25	0.00	4.00	12
Moral	.0125	4.64	0.49	2.62	0.70	2.37	13
Moral	.047	3.21	0.00	2.00	0.43	1.75	14
Moral	.047	6.38	0.33	3.12	0.43	3.75	15
Moral	.039	2.10	0.43	3.75	0.50	3.50	16
Moral	.047	3.21	0.00	2.00	0.43	1.75	17
Moral	.049	2.10	0.43	3.25	0.50	3.50	18
Moral	.014	3.00	0.67	2.25	0.84	2.25	19
Moral	.039	2.25	0.79	2.12	0.50	2.50	20
Moral	.037	3.00	0.43	1.25	0.43	3.25	21
Moral	.0129	3.00	0.98	2.75	1.01	4.00	22
Moral	.0138	2.05	0.94	3.12	1.00	2.62	23
Moral	.0148	3.10	0.79	1.87	0.00	2.62	24
Moral	.0139	4.54	0.99	1.12	0.01	2.00	25
Moral	.0149	4.54	0.79	1.87	0.01	3.00	26
Moral	.0125	3.13	0.87	3.00	0.70	3.27	27
Moral	.0148	3.00	0.67	1.75	0.04	2.75	28
Moral	.027	3.07	0.49	1.37	0.04	3.25	29
Moral	.0139	2.78	0.87	1.00	1.01	3.00	30
Moral	.0125	2.64	1.13	3.00	0.70	2.37	31
Moral	.0125	3.50	1.21	2.75	0.70	2.37	32
Moral	.049	3.10	0.00	3.00	0.33	3.12	33

* Moral \leq 0.05 and degree of freedom (46).

Internal consistency coefficient :

The internal consistency coefficient shows the consistency (homogeneity) of the paragraphs of the scale in measuring the characteristic to be measured, which is one of the important bases through which it is possible to identify the truthfulness of the scale in measuring what it was developed for, and the correlation relationship of the paragraphs of the scale with the total degree is one of the methods to verify its truthfulness, which is called the coefficient of consistency of paragraphs, as the high correlation relationship between the score of each paragraph and the total score of the total paragraphs of the scale is an indicator of the paragraph's ability to measure the concept or feature that the scale was prepared to measure .⁽²⁾ Using the Pearson correlation coefficient to verify the relationship of the paragraphs of the scale to the overall degree of it through the answers of the construction sample and the (90) forms showing the presence of (11) non-paragraphs A statistical function and its numbers (2 ,17 ,16 ,13 ,12 , 30 ,27 ,25 ,24 ,20) if the real morale (the level of significance) shown by the statistical results

²²- Kroll , A ; Validity as Afctar in test Validity Journal of Educational Psychology , N2 , P.425 .

of these paragraphs was greater than (0.05), so it was lifted from the scale, and thus the scale consists of (22) paragraphs and Table (3) shows this .

Table (3)
Shows the correlation coefficient of the scale terms with the total score of the scale

Semantics	The real moral	Simple correlation coefficient	A
Moral	.000	.368**	1
Random	0.121	0.133	2
Moral	.000	.398**	3
Moral	.000	.436**	4
Moral	.000	.532**	5
Moral	.000	.477**	6
Moral	.000	.469**	7
Moral	.000	.451**	8
Moral	.000	.581**	9
Moral	.000	.636**	10
Moral	.000	.537**	11
Random	0.132	0.123	12
Random	0.376	0.072	13
Moral	.000	.532**	14
Moral	.000	.477**	15
Random	0.156	0.116	16
Random	0.223	0.100	17
Moral	.000	.581**	18
Moral	.000	.481**	19
Random	0.199	0.105	20
Moral	.000	.636**	21
Moral	.000	.505**	22
Moral	.000	.532**	23
Random	.154	.201	24
Random	.121	.100	25
Moral	0.00	0.294**	26
Random	0.756	0.025	27
Moral	0.000	0.577**	28
Moral	0.031	0.176*	29
Random	0.058	0.155	30
Moral	.000	.541**	31
Moral	.000	.510**	32
Moral	.000	.472**	33

Moral ≤ 0.05

Scale stability:

The stability of the scale is one of the important foundations in the process of building scales and a major pillar of its construction, the scientific test or scale must be characterized by stability in measuring any concept or variable it aims to measure .

A good measurement is one that is characterized by the consistency of its paragraphs and that its results are similar when applied more than once, as it is known (Naji and bastwisi) (that the results we get from the test if repeated more than once under the same conditions, there are no significant differences) (Naji and Ahmed, 1987).

To verify the stability of the scale, the following has been done :

The factorization coefficient :

The specialists state that the method and method of the facronbach depend on the consistency of the individual's performance from one paragraph to another and indicate the strength of the associations between the paragraphs of the scale and it provides us with a good estimate of the constancy (J. A.C, 1978).

When applying this coefficient to the construction sample of (90) individuals, it turned out that the stability coefficient is (0.867), which is a high value of stability at the indicative level (0.05) . When calculating the stability by the half-hash method, it was with a value of (0.831), and because this correlation refers to half of the number of paragraphs, so the researcher deliberately found the total correlation coefficient by using the correction equation or the so-called Spearman / Brown prediction equation (Salameh, 2000), as the total correlation or correction coefficient became with a value of (0.8739).

Objectivity of the scale:

The objectivity of the test means that the test is not affected by the change of arbitrators, or the test gives the same results no matter who is the arbitrator. It means that the estimators do not differ in judging something or a particular topic (Bahi, 1999)

The scale after the preparation process:

After the procedures mentioned above, the scale after the construction process consists of (22) paragraphs and Appendix (4) shows the scale in its final form.

Statistical methods:

Through the social portfolio of statistical sciences (SPSS), the researcher used the following statistical means : (arithmetic mean, standard deviation, Spearman-Brown correlation coefficient, Pearson simple correlation coefficient, t-test for one sample with a known mean, t-test for two independent samples, t-test and modified T-test, fackronbach coefficient).

Presentation, analysis and discussion of results for the search metric:

Based on the study data, the researcher presents the results obtained from the scale forms (organizational brilliance) after unpacking them and conducting statistical manipulations, according to the sequence of fields and paragraphs, and then discussed in accordance with the sequence below.

4-1 presentation of the results related to the second goal, which states (identification of the level of organizational brilliance of teachers of the Faculty of physical education and

sports sciences): to answer this goal, the researcher presented the arithmetic mean and the standard deviation of organizational brilliance, according to the fields of the scale

Table (4)

Table (4) shows the arithmetic mean, standard deviation and results for the regulatory scintillation scale.

Level of significance	The real moral	Standard deviation	Calculated value (V)	The hypothetical middle	Arithmetic mean	Highest value	Less value	Variants
Moral	0.012	22.06	2.022	93	96.8	7.8120	1.187	Organizational brilliance

A moral α 0.05) at a degree of freedom (89).

Presentation of results related to the arithmetic mean and standard deviation of the regulatory luminosity of the factors:

The first area:

leadership brilliance

Table (5)

Shows the arithmetic mean, standard deviation, calculated value (V) and the level of significance in the field of leading luminescence

Level of significance	The real moral	Calculated value (V)	Standard deviation	The hypothetical middle	Arithmetic mean	Variants
Not moral	.907	2.323	8.61216	33	32.9076	Leadership brilliance

A moral α 0.05) at a degree of freedom (89).

Table (6)

Shows the arithmetic mean, standard deviation, calculated value (V) and the level of significance in the field of creative brilliance and innovation

Level of significance	The real moral	Calculated value (V)	Standard deviation	The hypothetical middle	Arithmetic mean	Variants
Moral	.018	2.395	9.60825	30	32.1092	For creative brilliance and innovation

A moral α 0.05) at a degree of freedom (89).

The third area: cognitive brilliance

Table (7)

Shows the arithmetic mean, standard deviation, calculated value (V) and the level of significance in the field of cognitive brilliance

Level of significance	The real moral	Calculated value (V)	Standard deviation	The hypothetical middle	Arithmetic mean	Variants
Moral	.027	2.233	4.02249	15	15.8	Cognitive brilliance

A moral \square 0.05) at a degree of freedom (89).

Discussion of results:

Discuss the results for the organizational scintillation scale.

1. The researcher believes that these results were due to the methods used by teachers in lectures, as the lesson is conducted by academic people and higher certificates, and such a class knows the importance of brilliance and success in facilitating and succeeding educational work, as well as the requirements of communication between all universities, whether inside or outside Iraq.

It is no secret to everyone that communication has become easier than before due to the emergence of technologies and applications that are compatible with global technology systems; so that modern means of communication from mobile devices and applications have provided this communication as easily as possible (Bakhti, 2005).

2. As for the researcher's findings related to the areas of the scale, the researcher concluded that the first area of leadership brilliance was not the moral results, and this indicates the lack of success of the teaching staff in applying leadership management to the lesson, and the researcher believes that the reason for this result is the imbalance in change, that is, the teacher was seeking to invest technology but failed to make it a tool to invest in all fields of management. for example, leadership brilliance should be a backbone in it and this system has many details such as brilliance and strong personality Hussein, H. (2020)) the researcher believes that some teachers have succeeded in some jobs and failed in others, and this led to a weakness in the desired benefit of leadership brilliance, and this is what Najm Abboud touched on (that leadership management is the latest in management, which uses technology to accomplish management functions such as organization, coordination, control, leadership, etc.)... And one of the most important characteristics of leadership management is brilliance, creativity, real-time interaction everywhere, working remotely and Without Borders, and this is what led to the rush behind technological work in order to replace machine interaction with human interaction and replace artificial intelligence with human intelligence Hussein, H. K. (2021))

3. As for the results reached by the researcher concerning the fields of the scale, the researcher concluded that the second field was full of innovation and its results were moral, and this indicates the faculty's awareness of the importance of techniques and brilliance.the researcher believes that the administrative body's attempts were successful in making advanced teaching

an important tool in their professional work, and this was reflected in the level of intellectual performance in terms of Education. Hussein, H. (2020))

4. As for the researcher's findings related to the fields of the scale, the researcher concluded that the third area of cognitive brilliance was its moral results, through interviews and the distribution of forms, there were conversations with the sample and the answers supported the use of knowledge at the level required by the workflow.

Hussein Khamis Hussein. (2021)

Conclusions: through the results of the research, the researcher concluded the following:

1. The level of organizational brilliance in general is an acceptable level through dealing with technology and investing it in the management process, which indicates that the faculty is trying to develop the level of both its teaching and administrative work.
2. There is an average level in all areas of technology and there is a weakness in the balance of its development in order to raise the efficiency of its level

Recommendations: based on the results of the research, the researcher recommends the following:

1. Make a greater effort to raise the level of modern technology to reach organizational and administrative brilliance .
2. To motivate the teaching staff in universities and colleges to develop in dealing with technology in order to benefit the work of the institution.
3. Work on a balance in the development of technology in all its areas.
4. Attention to the teaching staff is one of the most important elements that contribute to facing the crises that confront the work of universities and colleges.

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