

THE REALITY OF JOB IMMERSION AMONG WORKERS IN THE DIRECTORATES OF THE IRAQI MINISTRY OF YOUTH AND SPORTS FROM THEIR POINT OF VIEW

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ABSTRACT

Job immersion is one of the factors that affect the job commitment of the individual, so the person may be immersed in her job without being committed to the organization as a whole. Therefore, the aim of the current research is to identify the reality of the level of job immersion among workers in the directorates of the Iraqi Ministry of Youth and Sports from the viewpoint of workers. The human field consisted of workers in the directorates of the Iraqi Ministry of Youth and Sports. The temporal field of the current research was between 2/9/2021 - 13/1/2022. The questionnaires were distributed in the directorates of the Iraqi Ministry of Youth and Sports. The descriptive analytical approach was used. The research community was represented by workers in the directorates of the Iraqi Ministry of Youth and Sports, as their total number reached 380. Workers in the directorates of the Iraqi Ministry of Youth and Sports, which represented the research sample, and the sample of the main experiment was 360 workers in the directorates of the Iraqi Ministry of Youth and Sports, and the exploratory experiment was 20 workers in the directorates of the Iraqi Ministry of Youth and Sports. The researcher points out that the results show that the workers consider that the functional work is important for their professional life. And that the functional work for the workers is considered an important part of the workers' personal life. And the assignment by the managers is very important for the workers because it enhances the status of the worker and her job affiliation. The researcher recommended the importance of investing time in the best and distinguished manner by the workers. The necessity of creating a correct environment for the employees and workers in the directorate in order to perpetuate the job properly. As well as holding courses and workshops in order to develop and improve the job immersion of workers within the directorates.

Keywords: job immersion.

INTRODUCTION AND IMPORTANCE OF RESEARCH

Job immersion is one of the most important social variables and one of the most important variables that help develop the work of institutions in general and sports institutions in particular, as the huge technological development and economic and social changes and the desire of institutions to continue and confront these changes prompted some researchers to study these variables and search for the most important reasons that help to Find the employee or the worker themselves within her organization through imprinting the functional work and applying the requirements of her work and implementing the duties assigned to him by the chiefs. Job immersion is one of the important variables in the field of improving the level of productivity for workers in the directorates of the Iraqi Ministry of Youth and Sports, through the correct job immersion of workers and the degree of their love for their work Which in turn

helps to increase the level of satisfaction among workers in the directorates of the Iraqi Ministry of Youth and Sports

Hence the importance of the current research for the researcher to know the reality of the level of job immersion among workers in the directorates of the Iraqi Ministry of Youth and Sports from their point of view.

Research problem :

The researcher identified the current research problem through the following question:

What is the reality of the level of job immersion among workers in the directorates of the Iraqi Ministry of Youth and Sports from their point of view?

Search goal:

Identifying the reality of the level of job immersion among workers in the directorates of the Iraqi Ministry of Youth and Sports from the workers' point of view.

Research areas:

The human field: workers in the directorates of the Iraqi Ministry of Youth and Sports.

Time range: 9/2/2021 - 1/13/2022

Spatial domain: directorates of the Iraqi Ministry of Youth and Sports.

Field research procedures:

Research Methodology :

The researcher used the descriptive survey method. (Naji Mualla: 2006: 44)

Research community and sample:

The researcher identified the research community of the study with workers in the directorates of the Iraqi Ministry of Youth and Sports, whose number is for the ten directorates (380) of workers distributed as in Table (1).and The researcher took the research community as a whole, as the research sample amounted to (380) workers, and the research sample was divided as in Table (1).

Table (1) It shows the research community in each directorate, the number of the research sample, the exploratory experiment, and the number of invalid questionnaires

s	Directorate name	research community	The survey sample	The research sample
1	Department of Physical Education and Sports	33	2	31
2	Department of Regions and Governorates Affairs	39	2	37
3	Department of Financial Affairs	38	2	36
4	Department of Engineering Affairs	39	2	37
5	Coordination and follow-up department	38	2	36
6	Department of Legal and Administrative Affairs	38	2	36
7	Department of Media and Government Communication	39	2	37
8	Department of Youth Culture and Arts	39	2	37
9	Department of Sports Medicine	39	2	37
10	Scientific Care Department	38	2	36
Total		380	20	360

Performance measurement tool:

In order to identify the reality of the level of job immersion among workers in the Iraqi Ministry of Youth and Sports, the researcher used the scale (Thamer Hammad Raga and Ahmed Khayon Hashim : 2020) for the job immersion scale applied to the Iraqi environment, where the scale consists of a set of domains (3) and (24). statement as in Table (2).

Table (2)

Shows the number of domains and phrases for the functional immersion scale used in the research

s	domain name	number of phrases
1	Personal interest in work	8
2	Interest in the relationship with colleagues	8
3	Merge with co-workers	8
Total		24

The researcher presented the scale to a group of (9) experts and specialists in the field of sports management, appendix (2), in order to know the appropriateness of the phrases for the used scale. And through the researcher's presentation to the experts to indicate the suitability of the phrases domains for the scale in progress (Fayez Juma'a et al.: 2010: 75) as some phrases were modified for their linguistic logic through the experts to be modified into phrases that are compatible with the title of the research, as the questionnaire approved by the researcher, which is due To (Thamer Hammad Raga and Ahmed Khayon Hashem, 2020) was prepared in advance for the supervisors of the sports and school activity of the education directorates in Baghdad, and after the researcher modified these phrases in a way that suits the title of the research, the scale became theoretically complete for application to the application sample, and before that, the researcher applied the scale experimentally to An exploratory sample of (20) workers in the Directorate of the Iraqi Ministry of Youth and Sports using a simple random method (drawing lots) in order to identify the ease and difficulty of the scale and the clarity of the phrases to the target sample, where all the phrases were clear and accurate and the possibility of measuring the required feature (functional immersion) as the time reached It takes (25-30) minutes to answer, and the hypothetical mean for the scale was (72), while the highest score for the scale was (120) and the lowest score was (24). The answer alternatives (five) Likert , (a lot, sometimes, rarely, never) were used often by extracting the scientific foundations of the scale through (truthfulness and constancy), where the researcher extracted the validity of the scale through the validity of the content and theoretical validity by presenting to the experts and the extent of their agreement and their modification of some paragraphs in order to suit the research problem and they are the workers in Directorates of the Iraqi Ministry of Youth and Sports. Where the researcher extracted the stability of the scale through the mid-section of the scale. The stability is one of the conditions that must be met in the scale in order for it to be accurate, and it means "the extent of accuracy, proficiency, or consistency with which the test measures the phenomenon for which it was set" (Abdullah Al-Samadi, Maher Al-Darabie: 2004 : 22), and defines stability as "a test that gives similar results or the same results if applied more than once in similar circumstances" (Nader Fahmy: 2005: 24), so stability must

be of a high degree of accuracy and idealism in constructing the scale, and for the sake of Extracting the stability, the researcher relied on the half-partition method. To calculate the coefficient reliability in this way and divide the phrases to even and odd, then the Pearson correlation coefficient was extracted between these two halves, and to calculate the stability in this way, the data of the 20-scale survey sample were used, and the stability coefficient was extracted between the total scores of the two halves using Pearson's simple correlation coefficient and a correction coefficient Reliability by using the Spearman-Brown equation, which is a high degree that can be trusted with a high degree of reliability, as shown in Table (3) of the functional immersion scale.

Table (3)

Shows the midterm segmentation with a correction factor for the functional immersion scale.

s	Job immersion scale	stability before correction	stability before correction
		Pearson	Spearman Brown
1	Personal interest in work	0.801	0,968
2	Interest in the relationship with colleagues		
3	Merge with co-workers		

Thus, the functional immersion scale has obtained the required scientific bases (honesty and reliability), and thus the scale is ready to be applied to the application sample.

The main experiment:

The researcher identified the main sample of the experiment from the workers in the directorates of the Iraqi Ministry of Youth and Sports, whose number is (360) workers, where the scale was applied on 12/23/2021 and at the headquarters of the Iraqi Ministry of Youth and Sports and its ten directorates. (350) valid questionnaires were retrieved. (10) questionnaires were neglected because they were not returned to the researcher.

Statistical means:

The researcher used the spss statistical package.

Presentation, analysis and discussion of the results:

In order to answer the goal of the research, the researcher calculated the arithmetic mean, standard deviation, and the relative weight for each of the main research areas that represent areas of knowing the reality of job immersion for workers in the directorates of the Iraqi Ministry of Youth and Sports, as in Table (4).

Table (4) The arithmetic mean, standard deviation, and relative weight show the job immersion of workers in the directorates of the Iraqi Ministry of Youth and Sports

s	ferries	Arithmetic mean	standard deviation	Weight percent	arrangement
1	Personal interest in work	3,55	1,27	82,116	1
2	Interest in the relationship with colleagues	3,57	1,63	78,832	2
3	Merge with co-workers	3,24	1,48	76,799	3

Through Table (4), we see that the arithmetic averages for the areas of the employee's job immersion measure, where the field (integration with work colleagues) got an arithmetic mean of (3.24) with a weight percentage of (76.79). The field of (attention to the relationship with colleagues) ranked second with an arithmetic average of (3.57) and a percentage weight of (78,832), and the field of (personal interest in work) ranked first with an arithmetic mean of (3.55) and a percentage weight of (82,116). The researcher classified the three fields as shown in Table (5).

View and discuss areas of employee career immersion:

Calculating the arithmetic means, standard deviations, and relative weight of the expressions in the first domain (personal interest in work) as Table (5).

Table (5) It shows the arithmetic mean, standard deviation, and ranking for the domain (personal interest in work).

s	ferries	Arithmetic mean	standard deviation	Weight percent	arrangement
1	I consider my work as an employee in the Directorate of the Ministry of Youth and Sports a very important job for my life	3,11	1,216	73,20	7
2	I consider my work in the Directorate of the Ministry of Youth and Sports an important part of my personal goals	3,65	1,616	85,03	5
3	I consider my work very valuable in the direction of physical education	3,55	1,382	84,22	6
4	I have no complacency in carrying out what is assigned to me by my managers within the Directorate of the Ministry of Youth and Sports	3,72	1,150	86,90	4
5	I feel proud and excited to be an employee of the Directorate of the Ministry of Youth and Sports	3,08	1,617	63,22	8
6	I have great courage and enthusiasm in carrying out what was assigned to me by my manager	3,74	1,193	87,00	3
7	I work on presenting new ideas that help in developing the directorates of the Ministry of Youth and Sports	3,81	1,010	89,21	1
8	My boss appreciates my effort, work and achievements in the Directorate of the Ministry of Youth and Sports	3,77	1,000	88,15	2
Total		3.55	1,273	82,116	

Through table (5), it is clear to us that the average responses of a sample of workers in the Directorate of the Iraqi Ministry of Youth and Sports in the field of (personal interest in work) amounted to (3.55), with a relative weight of (82,116), and a large percentage. Between (89.21 - 63.22) and it is also clear that the highest percentage of the two phrases is phrase (7), which states (I am working on presenting new ideas that help in developing the directorates of the

Ministry of Youth and Sports), which got an arithmetic mean of (3.81). With a percentage weight of (89.21), it got the first rank, as the Ministry of Youth and Sports is interested in presenting new and modern ideas that would improve the level of work in the Ministry of Youth and Sports, and this is what the sample responses to this phrase were large, as most of the workers in the Directorate of the Ministry of Youth and Sports They see that their managers always encourage constructive new ideas that help develop the work of the directorates in the ministry.

While the phrase (8) got the second rank for, which states (my manager appreciates my effort, my work, and my achievements in the Directorate of the Ministry of Youth and Sports), which got an average of (3.77) with a weight percentage of (88.15), where most of the sample responses see that the managers are the basis for encouraging the workers, and they are the ones who support the workers in disclosing their ideas and launching them in a large way in order to benefit from them in developing the work of the directorates in the ministry.

And calculate the arithmetic means, standard deviations and relative weight of the expressions of the second field (interest in the relationship with colleagues) as Table (6).

Table (6) Shows the arithmetic mean, standard deviation, and ranking for the domain (Interest in Relationship with Peers)

s	ferries	Arithmetic mean	standard deviation	Weight percent	arrangement
1	I empathize with my colleagues by encouraging them to do their work properly	3,24	1,888	77,03	5
2	My good relationship with my colleagues helps me renew my ideas that help develop the work of the Directorate	3,80	1,067	80,14	2
3	I work on the side of my directorate to implement the plans entrusted to it	3,62	1,764	79,99	3
4	Being immersed in my career helps me boost my confidence	3,44	1,871	78,93	4
5	I resist the work pressures that surround my work and commit to carrying out all the duties entrusted to me	4,72	1,045	82,92	1
6	I walk in carrying out my duties, applying the curriculum correctly, and investing my time properly	3,12	1,900	77,00	6
7	I work hard to provide everything that can develop the work of the Directorate in the right way.	3,09	1,932	76,03	7
8	My resistance to work pressures is low compared to the resistance of my colleagues at work by carrying out all the duties entrusted to me	2,43	1,900	72,43	8
Total		3,57	1,63	78,832	

Through table (6), it is clear to us that the average responses of a sample of faculty members in this field amounted to (3.57), with a relative weight of (78,832), and a large percentage. - 72.43) It is also clear that the highest percentage of the two expressions is the phrase (5), which states (I resist the work pressures that surround my work and commit to carrying out all the duties entrusted to me), which obtained an arithmetic average of (4.72) and a percentage weight of (

82,92) And I got the first rank, as most of the workers in the directorates of the Iraqi Ministry of Youth and Sports are overwhelmed by the presence of great pressure on them in carrying out the duties assigned to them and the lack of working hours, but the official holidays and the Corona pandemic led to an increase in pressure on the workers, but the workers had a high response in this regard being a fans of career work and their great job involvement towards work made their responses very high. .

While phrase (2) got the second rank, which states (my good relationship with my colleagues helps me in renewing my ideas that help in developing the work of the Directorate), which got an average of (3.80) and a percentage weight of (80.14) as it is seen Most of the sample's responses believe that the good relations that bring together the employers in one place is what helps to consolidate relations and what increases the work together with each other in order to accomplish the duties assigned to them by their managers according to the schedule allotted to them, which led to the sample's responses being high on this phrase

Calculation of the arithmetic means, standard deviations and relative weight of the phrases in the third domain (integration with work colleagues) as Table (7).

Table (7) Shows the arithmetic mean, standard deviation, and ranking for the domain (integration with co-workers)

s	ferries	Arithmetic mean	standard deviation	Weight percent	arrangement
1	I feel happy because I have many colleagues around me	3,19	1,61	84,99	7
2	I feel that my colleagues are proud of me when I accomplish my work with all dedication and sincerity	3,73	1,64	85,12	6
3	I enjoy forming positive relationships with those around me based on love and respect	3,92	1,20	89,10	3
4	We work together as one team with my colleagues in order to accomplish the work entrusted to us	4,19	0,887	91,08	1
5	I always prefer the interest of the Directorate over my interest because the success of the Directorate is a success for me	3,86	1,418	88,01	4
6	My colleagues are the secret of my success and excellence, and that is why I cannot do without them	3,12	1,732	82,99	8
7	I feel happy when my colleagues consider me part of the work system	3,82	1,509	87,29	5
8	I consider my co-workers to be part of my inspiration and excellence	3,99	1,082	90,22	2
Total		3,24	1,48	76,79	

Through table (7), it is clear to us that the average responses of workers in the directorates of the Iraqi Ministry of Youth and Sports in this field amounted to (3.24), with a relative weight of (76.79), and a large percentage. Between (91.08 - 82.99) and it is also clear that the highest percentage for the two expressions is phrase (4), which states (I always prefer the interest of the Directorate over my interest because the success of the Directorate is my success) which got

an average of (4.19) With a percentage weight of (91.08), It got the first rank, as most of the workers prefer the interest of the work over their personal interest, as the sample believes that the implementation of work duties assigned to the workers are among their important priorities, and it is what help to develop and improve the work of the directorates in Iraqi Ministry of Youth and Sports.

While phrase (8) got the second rank , which states (I consider my colleagues at work as part of my inspiration and superiority), which got an arithmetic average of (3.99) and a weight percentile of (90.22), where most of the sample responses see that the workers see that Colleagues are the source of strength for the individual, and therefore it also came in an almost high ranking, because the colleague is the one who provides support and support to the group, and thus it got rather good responses.

CONCLUSIONS AND RECOMMENDATIONS

Conclusions:

1. The results showed that the employees consider that functional work is important for their professional life.
2. The professional work of the workers is considered an important part of the personal life of the workers.
3. Assignment by managers is very important for workers because it enhances the status of the worker and his job affiliation.
4. There is sympathy among the workers themselves within the same directorate.
5. A good relationship between colleagues helps to generate new ideas that help in developing administrative work.
6. There is a poor investment of time by the employees of the directorate in applying the curriculum properly.

Recommendations:

1. The importance of investing time in the best and distinguished manner by the employees.
2. The necessity of creating a correct environment for the employees and workers in the directorate in order to perpetuate the work properly.
3. Conducting courses and workshops in order to develop and improve the job immersion of workers within the directorates.
4. The need to conduct other studies dealing with sports and Olympic federations to know the reality of job immersion within those institutions.

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Accessory (1) A measure of job immersion for workers in the directorates of the Iraqi Ministry of Youth and Sports

s	ferries	Always	often	someti mes	rarely	never
1	I consider my work as an employee in the Directorate of the Ministry of Youth and Sports a very important job for my life					
2	I consider my work in the Directorate of the Ministry of Youth and Sports an important part of my personal goals					
3	I consider my work very valuable in the direction of physical education					
4	I have no complacency in carrying out what is assigned to me by my managers within the Directorate of the Ministry of Youth and Sports					
5	I feel proud and excited to be an employee of the Directorate of the Ministry of Youth and Sports					
6	I have great courage and enthusiasm in carrying out what was assigned to me by my manager					
7	I work on presenting new ideas that help in developing the directorates of the Ministry of Youth and Sports					
8	My boss appreciates my effort, work and achievements in the Directorate of the Ministry of Youth and Sports					
9	I empathize with my colleagues by encouraging them to do their work properly					
10	My good relationship with my colleagues helps me renew my ideas that help develop the work of the Directorate					
11	I work on the side of my directorate to implement the plans entrusted to it					
12	Being immersed in my career helps me boost my confidence					
13	I resist the work pressures that surround my work and commit to carrying out all the duties entrusted to me					
14	I walk in carrying out my duties, applying the curriculum correctly, and investing my time properly					
15	I work hard to provide everything that can develop the work of the Directorate in the right way.					
16	My resistance to work pressures is low compared to the resistance of my colleagues at work by carrying out all the duties entrusted to me					

17	I feel happy because of my colleagues around me					
18	I feel that my colleagues are proud of me when I accomplish my work with all dedication and sincerity					
19	I enjoy forming positive relationships with those around me based on love and respect					
20	We work together as one team with my colleagues in order to accomplish the work entrusted to us					
21	I always prefer the interest of the Directorate over my interest because the success of the Directorate is a success for me					
22	My colleagues are the secret of my success and excellence, and that is why I cannot do without them					
23	I feel happy when my colleagues consider me part of the work system					
24	I consider my co-workers to be part of my inspiration and excellence					