

Job Discipline in Terms of Intellectual Arousal for Teachers of Physical Education from the Standpoint of School Principals

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Abstract

The purpose of this paper is to building special standards for job discipline and intellectual arousal among teachers of physical education from the point of view of school principals, identifying the percentage of the contribution of job discipline in terms of intellectual arousal among teachers of physical education from the point of view of school principals, and establishing a predictive equation for job discipline in terms of intellectual arousal among teachers of physical education from the point of view of school principals. The researchers adopted the descriptive approach in a survey method and case studies (current situation) to achieve the objectives of their study. The research community also included male and female teachers of public and private schools in the Directorate of Education in Karbala Governorate. After data collection, analysis and discussion, the researchers concluded the most important conclusions: (Establishing a predictive equation for job discipline in terms of intellectual arousal for teachers of physical education from the point of view of school principals) The researchers also concluded several recommendations, the most important of which are: (Benefiting from the results of the current study, especially the measurement tool in measuring creativity in teaching competencies among teachers and teachers of physical education)

Introduction:

The teaching profession is one of the most important professions, as it achieves the goals and aspirations of society, and the society in turn makes great efforts to prepare teachers and teachers in various disciplines in order to achieve educational and educational demands. Acquiring skills and preparing athletes to participate in sports races and championships, and that every profession in the human community has rules and ethics that must be observed and adhered to by individuals working in that profession, because this contributes to moving forward towards achieving the desired results efficiently and effectively, which is clearly reflected in its results. It is the duties of a teacher Physical education and its responsibility towards its job is job discipline and its important role in promoting the rules of behavior and work ethics. A teacher cannot develop his job unless he has full faith first. The teacher who loves his profession and is sincere in work is the one who is keen to improve the experiences that help him to develop his work, especially a physical education teacher. The physical education teacher is considered the main axis in the educational and educational process in the school. His role is not only lacking in teaching

physical education classes, but he also transcends into different areas in the school, so he is a role model for his students in commitment. Intellectual arousal is "the employee's ability to lead his subordinates and his desire to make them visualize problems, especially routine, using modern methods, and they must face difficulties as problems that need to be solved and search for solutions." Region (Bass B .Avalia B 1994).The importance of the research lies in identifying the job discipline in terms of intellectual arousal and ethics of the teaching profession for physical education teachers from the point of view of the principals.

Research problem:

The future of educational institutions depends on strengthening the values of job discipline by finding new standards and increasing the process of participation in decision-making and working to find a specific pattern of organizational culture so that everyone feels loyalty and belonging to these values. Teachers of physical education in the General Directorate of Karbala Governorate, and why discipline has a role in developing the ethics of the teaching profession and intellectual arousal. Discipline here may come to mind as adherence to the times of attendance and departure, but it goes beyond this narrow concept and extends to a broader horizon of responsibility such as levels of mutual respect between teachers and attention to job hierarchy at work, transparency, cooperation, creativity. Therefore, the researcher decided to study this problem accurately by building measures that measure job discipline and intellectual excitement from the managers' point of view, and through which we can predict the extent of job discipline to establish strengths and invent solutions to weaknesses.

Research objective:

- Building special standards for job discipline and intellectual arousal among teachers of physical education from the point of view of school principals.
- identifying the percentage of the contribution of job discipline in terms of intellectual arousal among teachers of physical education from the point of view of school principals
- Establishing a predictive equation for job discipline in terms of intellectual arousal among teachers of physical education from the standpoint of school principals

Research hypotheses:

- There is a statistically significant relationship between job discipline and intellectual arousal for male and female physical education teachers from the principals' point of view.

Research fields:

- Human field: Middle schools and secondary school teachers of physical education in middle and middle schools for the Directorate of Education of the Holy Karbala Governorate.
- Time field: (1/6/2021) to (15/2/2022)
- Spatial field: Middle schools and secondary school in the holy city of Karbala.

Research methodology and field procedures:**Research Methodology:**

The researcher adopted the descriptive approach in the style of survey and correlational relationships because it aims to determine the conditions and relationships between reality and the phenomenon and collect data from members of the community to determine the current state of the community in many variables (Ghorabiya. 2002), which is what you see is consistent and consistent with the specifications of her research and achieving the objectives of her study.

Community and sample research:

The research community included male and female physical education teachers for middle and middle schools in the Directorate of Education of the Holy Karbala Governorate, whose number is (263) belong to (244) schools.(10) Individuals were chosen as an exploratory sample with a rate of (3.8%). Choosing (100) individuals as a sample for building measures of job discipline, intellectual arousal and ethics of the teaching profession, which constituted a percentage (38.02%), and choosing (135) individuals as a main experiment sample, which constituted a percentage of (51.33%) after neglecting the forms of some teachers who did not adhere to the application of the standards instructions and the table (1) shows that.

Table (1) shows distribution of population and research samples

total number		Experiment sample exploratory		Scale building sample		Main sample members		Notes
Male	Female	Male	Female	Male	Female	Male	Female	
160	103	5	5	50	50	90	45	
263		10		100		135		

Research methods, devices and tools used:

The means and tools of the research are the means, method, or mechanism that the researcher uses to collect data and evidence and the method of analyzing them, and it is the means of implementing the method and methodology chosen by the researcher (Shea. 2008).

Research Methods:

- Sources and references
- exploratory
- personal interviews
- Metrics

Equipment and tools used:

- Two (2) stopwatches.
- Manual calculator type (Casio).
- A computer (Lenovo).

Procedures for measuring variables:

For the purpose of measuring the variables concerned with study and research, which are represented in job discipline and intellectual arousal by teachers of physical education from the point of view of their principals, the researcher built the two measures of job discipline and intellectual arousal according to the following steps:

Defining the goal and purpose of the metrics:

The goal is to develop research tools concerned with measuring the variables of job discipline and intellectual arousal of teaching among male and female physical education teachers.

Determining the areas of measurements:

After reviewing the references and sources related to the concept of job discipline, intellectual arousal, and the ethics of the teaching profession, (six) areas for the career discipline scale were identified, (see Appendix 1) They are (the field of time commitment, the field of commitment to appearance, the field of commitment to instructions and regulations, the field of commitment at work, and the field of commitment to job responsibilities, positive competition) five areas have been identified for the intellectual arousal scale (see Appendix 2) They are (the field of stimulating creativity and innovation, the field of stimulating cognitive thinking, the field of stimulating traditional thinking, the field of stimulating critical thinking, the field of problem solving).

Table (2) shows the degree of importance and relative importance of the areas of the job discipline scale.

No.	Fields	degree of importance	Relative importance	Nomination accepted	
				Yes	No
	Field of commitment to job responsibilities	135	%96	√	
1	Field of commitment at work	60	%43		√
2	Field of commitment to appearance	115	%82	√	
3	Field of commitment to instructions and regulations	55	%39		√
4	Field of time commitment	125	%89	√	
5	Positive competition	65	%46		√

Table (3) shows the degree of importance and relative importance of the domains of the intellectual arousal scale by consensus of (14) experts and specialists

No.	Fields	Degree of importance	Relative importance	Nomination accepted	
				yes	No
1	Field of stimulating cognitive thinking	120	%86	√	
2	Field of stimulating creativity and innovation	130	%93	√	

3	Field of stimulating traditional thinking	60	%43		√
4	Field of stimulating critical thinking	50	%36		√
5	Field of problem solving	110	%79	√	

Formulating the initial scale:

The process of preparing the scales paragraphs is one of the most important steps, in addition to the necessity of fulfilling certain conditions for the scale designer, which is the mastery of the specialized scientific material related to the topics to be measured, as well as knowledge of the different methods of writing vocabulary so that he can choose from them what suits the goal of the scale, linguistic fluency and ease Expressing in simple language, and having the ability to develop and invent situations in which he can measure the ability or trait to be measured (2).

In order to collect, prepare and formulate an appropriate number of paragraphs concerned with measuring the areas of job discipline, intellectual excitement and the ethics of the teaching profession among male and female physical education teachers in the General Directorate of the Holy Karbala Governorate from the point of view of school principals and in the form of the addressee, the researcher sought to formulate (33) paragraphs of supplement (5) Concerned with measuring the areas of job discipline acceptable for nomination by experts and specialists at the rate of (11) paragraphs for each field, and the formulation of (45) paragraphs of supplement (6) concerned with measuring the areas of intellectual arousal accepted for nomination by experts and specialists at the rate of (15) paragraphs for each field and the formulation of (36) paragraph (7) concerned with measuring the areas of ethics in the teaching profession accepted for nomination by experts and specialists by (12) paragraphs for each field, after which these paragraphs were presented to a group of experts and specialists in the field of sports management, testing and measurement, psychology, mathematics and teaching methods for the purpose of Evaluating it and judging the validity of each paragraph in measuring what was set for its measurement, with making the necessary observations if necessary, as well as expressing an opinion on the validity of the four-way answer alternatives (always, often, sometimes, etc.). Start) approved and after collecting the forms, unloading the data and analyzing the opinions of (18) experts and specialists, they suggested deleting and changing a section of the paragraphs either to repeat them in meaning with other paragraphs or they are not suitable for measuring what they were set for and modifying the other section as well. They suggested that the alternatives to the four-way answer (Always, often, sometimes, never), and in light of this, the opinions of experts and specialists were taken into account on the adoption of the triple answer alternatives for the scale of job discipline, the scale of intellectual arousal, and the scale of ethics of the teaching profession. A section of the paragraphs was modified and the other section was deleted, and through the use of the (chi-2) test. About the validity of the paragraphs and the retention of the paragraphs that received an agreement percentage (79%) from experts or more, and in which the calculated value of (chi-2) is greater than the tabular value of (3.84) at the significance level (0.05) and the degree of freedom (1) if (32) items are retained concerned with measuring the areas of job discipline if it retains (36) items concerned with measuring the areas of intellectual arousal, if it retains (30) items concerned

with measuring the ethics of the teaching profession for male and female physical education teachers, and the tables (4), (5) and (6) show that.

Table (4) shows the agreement of experts about the validity of the paragraphs of the job discipline scale, the calculated and tabular chi-2 values, and the statistical significance.

Fields	Paragraphs	Count of paragraphs	Count of experts				chi-2 values		Type sig
			Agrees	percentage	dis agrees	percentage	calculated	tabular	
Field of commitment to appearance	-6-5-3-2-1 11-10-9-8-7	11	18	%100	Zero	Zero	18	3.84	sig
Field of time commitment	-5-4-3-2-1 -10-9-8-7-6 11	11	18	%100	Zero	Zero	18		sig
Field of commitment to job responsibilities	-6-5-4-3-1 11-10-9-8-7	10	18	%100	Zero	Zero	18		sig
	2	1	13	%72	5	%27	3.55		Non sig

Table (5) shows the agreement of experts about the validity of the items of the intellectual arousal scale, the calculated and tabular chi-2 values, and the statistical significance.

Fields	Paragraphs	Count of paragraphs	Count of experts				chi-2 values		Type sig
			Agrees	percentage	dis agrees	percentage	calculated	tabular	
Field of stimulating creativity and innovation	-8-7-6-5-4-3-2-1 14-12-11-10-9	13	18	%100	Zero	Zero	18	3.84	sig
	15-13	2	11	%61	7	%39	0.888		Non sig
Field of stimulating cognitive thinking	-10-9-8-7-4-3-2-1 15-14-13-12	12	18	%100	Zero	Zero	18		sig
	11-6-5	3	13	%72	5	%27	3.55		Non sig
Field of problem solving	-10-9-8-7-6-4-3-1 15-14-12-11	11	18	%100	Zero	Zero	18		sig
	13-5-2-1	4	11	%61	7	%39	0.888		Non sig

Then the standards were presented to the linguistic expert to amend the wording of the paragraphs in a way that does not contradict their linguistic integrity.

Explore the standards:

For the purpose of knowing the clarity of the instructions, paragraphs and answer alternatives by school principals, as well as determining the time needed to answer the paragraphs and identifying the difficulties and obstacles that the researcher may face when applying the standards to the individuals of the building samples and the basic experience and thus avoiding them, the standards were surveyed on a sample of (10) single individuals. The community was randomly selected on Monday 5/7/2021.

It was found that the instructions were clear by the school principals and that the time taken to answer the paragraphs of each scale was between (5-10) minutes and thus the standards became ready to be applied to the construction sample members of male and female teachers from the point of view of their principals.

Applying the standards to the members of the construction sample:

After completing the procedures for the stages of building measures of job discipline, consisting of (3) areas and (35) paragraphs with thematic paragraphs of response and intellectual arousal, consisting of (3) areas and (39) paragraphs with substantive paragraphs of response and the ethics of the teaching profession consisting of (3) Domains and (33) paragraphs with objective paragraphs of the response. The researcher applied them to the construction sample, which numbered (100) single on Wednesday, 7/8/2021, after which she turned to empty the forms, analyzing them statistically and revealing the efficiency of each paragraph of the standards.

Main research experience:

After completing the construction of job discipline standards, which consisted of (3) areas of (32) items, and intellectual arousal, which consisted of (3) areas (36) items, which consisted of (3) domains (30) items of physical education teachers from the point of view of their principals, I started. The researcher applied it to the members of the main research sample of (135) teachers and schools on Tuesday (7/9/2021), and after completing the application of the standards and implementing the basic experiment, the researcher collected the forms, unpacked their data and arranged them in preparation for conducting statistical treatments on them.

Presentation, analysis and discussion of the results:

Presentation of the primary data for the investigated variables:

After conducting the process of measuring the variables of job discipline, intellectual arousal, and the ethics of the teaching profession through the application of the standards concerned with measuring them and obtaining data for the members of the basic experiment, which numbered (135) teachers and schools, and to achieve the goal of the second study, which included (recognizing the reality of job discipline and intellectual arousal among teachers and teachers of physical education from the point of view of The view of their managers) the researcher sought to extract descriptive statistics indicators represented by the values of the mean, standard deviation, standard error, skew coefficient, and the largest and lowest value. And for all the study variables, the results related to the statistical treatments showed that the values of the skew coefficient and when all the variables were (zero), and

this is an indicator that indicates the distribution of the research sample is moderately distributed, and that the value of the standard error indicates the appropriateness of the sample size for statistical analysis, and the table (6) shows that.

Table (6) shows the unit of measurement and descriptive statistics indicators for the variables investigated

variables	Sample volume	Mean	min value	max value	Median	Std. Deviations	Skewness
job discipline	135	102.20	70.00	123.00	103.00	11.349	-.519
intellectual arousal	135	110.21	58.00	135.00	113.00	15.338	-.731

Presentation, analysis and discussion of the reality of job discipline:

After completing the construction of the job discipline scale and its application to the members of the basic research sample of (135) teachers and schools, which included (3) areas and (32) paragraphs, then the researcher sought to extract the values of the arithmetic mean and standard deviation of the degrees of physical education teachers from the point of view of their principals on the The scale and then calculating the value of the hypothetical mean of the scale of (80) degrees, and after inferring the significance of the differences between the two means (the achieved arithmetic mean and the hypothetical mean of the scale) through the use of the t-test for one sample as a statistical means to achieve this purpose and to identify the reality of the job discipline of male and female teachers From the point of view of their managers, the results related to data analysis showed that the arithmetic mean achieved for the scores of the research sample members reached (102.20) degrees and a standard deviation of (11.349) degrees. Statistically significant between the two means, and the calculated (T) value reached (7.054), which is greater than its tabular value of (2.00) at the degree of freedom (134) and below the level of significance (0.05). Table (7) shows that:

Table (7) shows the significance of the differences between the achieved arithmetic mean and the hypothetical mean of the job discipline scale

Sample	Arithmetic mean	standard deviation	hypothetical mean	degree of freedom	T value		Type sig
					calculated	tabular	
135	102.20	11.349	80	134	7.054	2.00	sig

Through table (7) it is clear that the difference is in favor of the achieved arithmetic mean, and this indicates that the level of job discipline of the teachers of physical education from the point of view of their principals is a level above the mean. It is important in their attitudes and responses and this is based on the feelings of friendliness and lack of it that the principals have towards teachers and physical education teachers through the culture of teamwork and the feeling of belonging to the school group "because it is a group with a specific number of individuals in a state of interaction to achieve a common goal agreed on

its importance, within the framework of interaction through Different roles, but they are interconnected, and the level of interaction varies according to the different goals and members, and the achievement of goals or achievement takes place through the group, and that is through continuous interaction and cooperation, not by individual work. (Al-Qaryouti. 2000) "And trying to participate in making decisions related to the requirements of the job, abide by the laws, and monitor oneself and the group, and this indicates the degree of sense of responsibility placed on them and their lack of supervision by their officials.

The researcher believes that male and female teachers of physical education should be characterized by the cognitive and academic aspect that makes him a diligent member in the success of his educational work through the teacher and school fulfilling all requirements to the fullest and abiding by the system and laws in force, as well as his knowledge and cultural levels and this in itself shows that there are Cognitive and cultural levels vary from one teacher to another, and therefore professional situations that require a high ability to respond quickly without hesitation and direct students towards healthy habits and stay away from bad behaviors, develop their talents and athletic abilities, instill love of the school and take care of its cleanliness and the various lesson tools and teach its students respect Time and discipline to contribute to the development of their personality.

Presentation, analysis and discussion of the reality of intellectual arousal:

After completing the construction of the intellectual arousal scale and applying it to the members of the basic research sample of (135) teachers and schools from the point of view of their principals, which included (3) areas and (36) paragraphs, then the researcher sought to extract the values of the arithmetic mean and standard deviation of the grades of physical education teachers from The point of view of their managers on the areas of the scale and then calculating the value of the hypothetical mean of the scale which is (90) degrees, and after inferring the significance of the differences between the two means (the achieved arithmetic mean and the hypothetical mean of the scale) by using the t-test for one sample as a statistical means to achieve this purpose and identify The reality of the intellectual arousal of physical education teachers from the point of view of their principals, and the results related to data analysis were clarified as in Table (8)

Table (8) shows the significance of the differences between the achieved arithmetic means and the hypothetical mean of the intellectual arousal scale

Sample	Arithmetic mean	standard deviation	hypothetical mean	degree of freedom	T value		Type sig
					calculated	tabular	
135	110.21	15.338	90	134	4.750	2.00	sig

Through table (8) it is clear that the difference is in favor of the arithmetic mean achieved on the intellectual arousal scale and this indicates that the level of grades of physical education teachers from the point of view of their principals on this variable is a level above the mean because the calculated (T) values of (4,750) is the largest Of its tabular values of (2.00) at a degree of freedom (134) and at a significance level of (0.05)

Conclusions and recommendations

Conclusions:

Through the procedures and data processing, the researcher reached the following conclusions:

- The teachers of physical education in the General Directorate of Education in the Holy Karbala Governorate are distinguished by a high level of job discipline and intellectual arousal.
- The results showed that there is no real difference between the group of teachers and the group of female teachers in job discipline, intellectual arousal and ethics of the teaching profession.
- The results showed that there is no real difference between groups of male and female teachers according to the job service in job discipline and intellectual arousal.
- Establishing a predictive equation for job discipline in terms of intellectual arousal among teachers of physical education from the point of view of school principals.

Recommendations:

Under the results of the research, the researcher concluded several recommendations, which are:

- The necessity of adopting the standards prepared as scientific research tools in measuring the job discipline and intellectual arousal of teachers of physical education.
- The necessity of developing the axes of intellectual arousal for teachers of physical education because of their contribution to career discipline.
- The necessity of developing career discipline behaviors and applying the principle of reward and punishment for teachers of physical education as a variable that contributes to the success of the educational process.

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