



## THE TREND TOWARDS MODERNIZATION AND ITS RELATIONSHIP TO THE EFFICIENCY OF JOB PERFORMANCE AMONG PHYSICAL EDUCATION AND SPORTS TEACHERS IN SECONDARY SCHOOLS IN THE RAMADI EDUCATION DIRECTORATE

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### Abstract

The importance of the study lies in investigating and searching for the most important basic factors in the adequacy of the teacher's job performance in line with the rapid technological development. The study aimed to identify the trend towards modernization and its relationship to the adequacy of job performance among physical education and sports teachers in secondary schools affiliated with the Ramadi Education Directorate. The descriptive approach was used in the correlation method in a sample of 100 male and female teachers, and their percentage of the total population was reached (40%). After distributing the modernization and job performance adequacy scales to the teachers, the results were collected and processed statistically. The researcher concluded that there is a positive moral relationship between the trend towards modernization and the adequacy of work performance among physical education and sports teachers. Therefore, the researcher recommends updating the competencies of physical education and sports teachers for their role in improving and developing the efficiency of the performance of physical education and sports teachers.

**Keywords:** Modernization of life skills - adequacy of job performance - physical education and sports teachers - secondary schools - Ramadi Education Directorate.

### 1. introduction

The success of managing the educational process depends directly on the high efficiency of the teacher in implementing the work and updating his skills. In the era of scientific and cognitive development, technology and communication, the role of the teacher has changed, and his role has focused on self-management and on planning and designing the educational process, based on the fact that the information, knowledge and activities that students must know are many and varied (Nasr Muhammad, 2002). The time allocated to teach them is limited, which forces the teacher to plan and design each part of them within a specific timetable. Therefore, the teacher in the age of technology has become a planner, director, manager, guide and evaluator of the educational process instead of being an explainer of methodological information. Therefore, he must work on updating and developing his information, skills and abilities to keep pace with the rapid technological development (Huda Nasr Mohammed, 2015). The tremendous development that we are witnessing in all aspects of human knowledge, and the services that modern technology provides to the educational and teaching process, and the change and development brought about by modern educational theories in the view of the role of the teacher in managing the educational process, places on the shoulders of educational systems



the responsibility of preparing the teacher and encouraging him to update his skills and strive for development, and rewarding him for his achievements, in an effort to build a teacher who is compatible with his renewed role in the educational-pedagogical process and his future responsibilities. The teacher is no longer a transmitter and teacher of knowledge, but rather assumes other multiple roles, including the innovator who creates a climate of innovation that helps with creativity, innovation and excellence in creative solutions to problems (Ali et al., 2022). Accordingly, developed countries have focused on the teacher, training him and urging him to excel and update his skills in order to develop his efficiency in managing the educational process. Therefore, the importance of the study lies in investigating and searching for the most important basic factors in the adequacy of the teacher's job performance in line with the rapid technological development, which is the factor of the trend towards updating his skills in a way that ensures the self-development of the teacher's abilities in managing the educational process effectively and efficiently.

## 1-2 Research problem:

Educational institutions seek to improve and develop their performance to achieve superior performance by developing the adequacy of their teachers and the updated skills they possess in accordance with the rapid technological development. Based on this principle, educational institutions began to involve their teachers in specialized courses to keep pace with technological development to increase their competitiveness and develop their performance. Rather, it became the only way for their survival and continuity, especially after the increasing trend towards modernization, openness and globalization. Through the researcher's experience in the field of school administration, she noticed that there is a difference in the teachers' tendency towards updating their own skills, as well as a difference in the adequacy of job performance, so she sought to study the phenomenon of the trend towards modernization in the field of educational and teaching process and to clarify its relationship to the adequacy of the teacher's performance and what is reflected in the performance of the educational institution in general.

## 1-3 Research objectives:

- Identify the degree of orientation towards modernization and the adequacy of work performance of physical education and sports teachers in secondary schools - Ramadi Education Directorate.
- Identify the relationship between the degree of orientation towards modernization and the adequacy of work performance among physical education and sports teachers in secondary schools - Ramadi Education Directorate

## 1-4 Research hypothesis:

- There is a positive and significant relationship between the orientation towards modernization and the adequacy of work performance among physical education and sports teachers in secondary schools - Ramadi Directorate of Education.

## 1-5 Research areas:

**1-5-1 Human domain:** A sample of physical education and sports teachers in secondary schools in Ramadi Education.

**1-5-2 Temporal domain:** The period from 1-12/9/2019.

**1-5-3 Spatial domain:** Secondary school buildings in Ramadi Education.

## 2-Research methodology:



The descriptive approach (correlation) was used to adapt it to the nature of solving the research problem (Awad et al., 2024).

## **2-2 Community and research sample:**

The research community was defined as physical education and sports science teachers in Ramadi secondary schools, with a total of 250 teachers, and (100) teachers were randomly selected to represent the research sample. Therefore, the sample percentage of the total community is (40%).

## **2-3 Methods and tools used in the research (Al-Alwani O. A., 2023):**

- 1-Arab and foreign sources.
- 2-Internet.
- 3-Modernization trend scale
- 4-Job performance adequacy scale.
- 5-Assistant work team.

## **2-4 Scales used:**

### **2-4-1 Scale of the attitude towards modernization:**

The Attitude Towards Modernization of Secondary School Teachers Scale was adopted, which includes 30 statements and is answered according to the five-point Likert scale, which consists of five alternatives, which are (strongly agree - agree - neutral - disagree - strongly disagree) as shown in Appendix (2). The highest score on the scale is 150 degrees and the lowest score is 30 degrees, and the hypothetical mean is 90 degrees and all the statements on the scale go in the positive direction, as the higher the score on this scale, the more it indicates that the teacher has an attitude towards updating themselves and their abilities, And the lower the score, the more likely it is that the trend is toward weak possession of the attitude toward actualization (Huda Nasr Mohammed, 2015).

### **2-4-2 Scale of job performance adequacy:**

The scale of adequacy of the work performance of physical education and sports science teachers was adopted, which includes (18) statements. It is answered according to a five-point Likert scale, consisting of five alternatives (strongly agree - agree - neutral - disagree - strongly disagree) as shown in Appendix (1). The highest score on the scale is 90 degrees, the lowest is 18 degrees, and the hypothetical mean is 54 degrees. All the phrases on the scale go in the positive direction, as the higher the score on this scale, the more it indicates good work performance efficiency, and the lower the score, poor job performance (Magda Abdelilah Abdel Sattar, 2014).

## **2-5 Exploratory experiment:**

The exploratory experiment of the scale was carried out on 1/9/2019 on a sample of (10) randomly selected teachers. The purpose of the exploratory experiment was to ensure the clarity of the instructions of the two standards, to ensure the clarity of the sentences and the absence of errors in them, to identify the obstacles and negatives that may occur during the application of the main experiment, to ensure the efficiency and tasks of the auxiliary work team (Ali, 2022).

## **2-6 Main experiment:**

The main experiment was applied to the applied research sample of (100) teachers during the period between 09/08 and 12/2019, since the modernization trend scale and the work performance adequacy scale were distributed to the sample, with the need to emphasize the evaluator to respond to an alternative by placing a mark (√) in front of the alternative that he or she considers appropriate. Once the evaluators finished



answering, the questionnaires were collected and verified. It was found that all questionnaires were answered in their entirety, and when the alternative scores for each statement were collected, the total score of the scale was finally represented for statistical processing using appropriate statistical methods.

## 2-7 Statistical methods:

The data were processed using the statistical package (SPSS), and according to the following laws: percentage, arithmetic mean, standard deviation, skewness coefficient (Adham Ali et al., 2022). T-test for each sample, Pearson correlation coefficient, hypothetical mean (Ali & Hammadi, 2022).

## 3-1 Presentation, analysis and discussion of the results:

3-1-1 Presentation, analysis and discussion of the results of the modernization attitude scale and job performance adequacy scale:

Table (1) shows the statistical parameters of the modernization attitude scale and job performance adequacy scale.

<i>Statistical methods</i>	<i>Attitude Toward Modernization Scale</i>	<i>Job Performance Adequacy Scale</i>
<i>Arithmetic mean</i>	103,9	59,43
<i>Hypothetical mean</i>	90	54
<i>Standard deviation</i>	26,39	15,6
<i>Skew</i>	0,27-	0,03-
<i>Highest value on the scale</i>	150	90
<i>Highest value achieved by the sample</i>	141	87
<i>Lowest value on the scale</i>	30	18
<i>Lowest value achieved by the sample</i>	50	25
<i>T-value for a single sample</i>	39,3	37,9
<i>Level of significance</i>	0,05	0,05
<i>Significance of differences</i>	<i>spiritual</i>	<i>spiritual</i>

Table No. (1) showed that the research sample of physical education and sports science teachers in secondary schools in Ramadi tends to update their personal and life skills, as well as the degree of adequacy of work performance in the physical education and sports science lesson in secondary schools. The researcher attributes this to the fact that physical education and sports science teachers tend and seek to develop their



personal skills by participating in development and education courses in the field of sports science, school administration, and learning and teaching technology in line with modern educational and teaching techniques. Also, which is imposed by the Performance and E-Learning Quality Standards, which prompted teachers to strive to develop and update their personal skills in accordance with the requirements of technological development and academic performance quality standards, in order to continuously improve their annual work (Hossam Samer Abdo, 2011). "As developing skills has become an integral part of the lives of individuals in general and teachers in particular, as a teacher who is distinguished by personal skills will enhance his scientific and administrative level and contribute positively and effectively to the educational institution and society" (Shami Saliha, 2010). "The trend towards updating the teacher's personal skills plays a large and important role in the educational process, It can add vitality and a new technical dimension to the lesson, moving it away from the traditional method, as it helps teachers acquire personal and educational skills and improve the efficiency of job performance" (Ali Mohamed Abdel Majeed, 1996).

### 3-1-2 Presentation, analysis and discussion of the results of the reciprocal relationship between the trend towards modernization and the adequacy of job performance for the research sample.

Table (2) shows the correlation between the trend towards modernization and the adequacy of job performance

Metrics	Correlation coefficient	sig	Direction of relationship	Significance of correlation
Modernization Trend	0,82	0.00	Directional	Moral
Job Performance Adequacy				

Table No. (2) showed a positive statistically significant correlation between the trend towards modernization and the adequacy of work performance among physical education and sports science teachers in secondary schools. "The researcher attributes this to the fact that the teacher's tendency to update his/her own skills gave the teacher a high opportunity and ability to manage and lead the lesson in a sophisticated manner that is in line with modern technological development, thus achieving high job performance. Adaptation and creative management of their lesson, which gave the educational process an effective role"(Huda Nasr Mohammed, 2015). "As developing the teacher's own skills gives motivation and ability to develop his/her job performance and a desire to work and motivation, and thus creativity in managing and directing the lesson, in addition to excellence in the administrative matters assigned to the teacher inside and outside the school"(Nasr Muhammad, 2002).

#### 4-1 Conclusions:

- 1- Physical education and sports science teachers are characterized by a tendency to update their personal skills.
- 2- Physical education and sports science teachers are characterized by a degree of adequacy of work performance.
- 3- The tendency towards modernization is related to the adequacy of work performance of physical education teachers.

#### 4-2 Recommendations:

- 1- Using the scale of attitude towards modernization within the requirements of the annual job performance adequacy for physical education and sports science teachers.



2- Conducting training courses to acquire self-skills according to the technological development of the educational process.

3- Paying attention to modern technology as one of the requirements for updating the teacher's skills and the extent of its benefit in managing and producing the physical education and sports science lesson.

4- Conducting similar studies on other samples and institutions.

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## Appendix (1) Job Performance Adequacy Scale

	Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
.1	I am keen to achieve the general goals of the school.					
.2	I complete the required work on time					
.3	I have the ability to bear the responsibility of the daily burdens of work.					
.4	I adhere to and abide by the work regulations and laws.					
.5	I have the ability to adapt when emergencies occur at work.					
.6						
.7	I coordinate and cooperate with others to achieve the public interest.					
.8	I am keen to implement the work according to the plans and programs drawn up					
.9	I perform my work well when I participate in training courses.					
.10	I have the ability to innovate, innovate and develop work within the school.					