Job engagement for physical education teachers in secondary schools in the city of Mosul

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ABSTRACT

Research aim to:
- Structure a job engagement scale for physical education teachers in secondary schools in the city of Mosul
- Identifying the level of occupational involvement of physical education teachers in secondary schools in the city of Mosul.

The descriptive approach was used by survey method. The construction and final application samples included (١٤٦،٩٨) teachers, respectively, of physical education teachers in secondary schools in the city of Mosul, distributed among middle, secondary and preparatory schools. Arithmetic mean, standard deviation, simple correlation, Gittmann equation and Cronbach's alpha coefficient. The researchers drew several conclusions, the most important of which are

- The validity of the occupational involvement scale by physical education teachers, which was built by the researchers on middle, secondary and middle schools in the city of Mosul.
- The degree of occupational involvement of physical education teachers in middle, secondary and preparatory schools in the city of Mosul is at a (very good) level.

Therefore, the researcher recommends:
- Holding intensive educational seminars and courses that encourage job engagement in all other specializations in secondary schools in the city of Mosul.
- Applying the job engagement scale to other samples of all specializations.
- Develop an evaluation form for the performance of physical education teachers in secondary schools that includes all aspects of their work in order to ensure the objectivity of the evaluation and circulate it to all secondary schools throughout Iraq

Keywords : job engagement, physical education teachers, secondary schools.

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الملخص

هدف البحث إلى:

- بناء مقياس الاستغراق الوظيفي لمدرسي التربية الرياضية في المدارس الثانوية في مدينة الموصل

- التعرف على مستوى الاستغراق الوظيفي لمدرسي التربية الرياضة في المدارس الثانوية في مدينة الموصل.

تم استخدام المنهج الوصفي بطريقة المسح . وضمت عينتي البناء والتطبيق النهائي (١٤٦، ٩٨) مدرساً على التوالي من مدرسي التربية الرياضية في المدارس الثانوية في مدينة الموصل موزعين على المدارس المتوسطة والثانوية والاعدادية وللحصول على البيانات تم بناء مقياس الاستغراق الوظيفي وتطبيقه بعد توفر الشروط العلمية فيه، وقد عولجت البيانات إحصائيا من خلال الوسط الحسابي والانحراف المعياري والارتباط البسيط ومعادلة جيتمان ومعامل ألفا كرونباخ . وقد استنتج الباحثان عدة استنتاجات أهمها

- صلاحية مقياس الاستغراق الوظيفي من قبل مدرسي التربية الرياضية والذي تم بناءه من قبل الباحثان على المدارس المتوسطة والثانوية والاعدادية في مدينة الموصل .

- ان درجة الاستغراق الوظيفي لمدرسي التربية الرياضية في المدارس المتوسطة والثانوية والاعدادية في مدينة الموصل بمستوى (very high).

عليه يوصي الباحث في :

- عقد ندوات ودورات تربوية مكثفة تحث على الاستغراق الوظيفي لجميع الاختصاصات الاخرى في المدارس الثانوية في مدينة الموصل.

- تطبيق مقياس الاستغراق الوظيفي على عينات اخرى من جميع الاختصاصات.

- وضع استمارة تقيم لأداء مدرسي التربية الرياضية في المدارس الثانوية تشمل كافة مفاصل عملهم بما يضمن موضوعية التقييم وتعميمها على جميع المدارس الثانوية في عموم العراق

الكلمات المفتاحية : الاستغراق الوظيفي، مدرسي التربية الرياضية، المدارس الثانوية.

١- Introduction :

١-١ Introduction and importance of research :

Job involvement is one of the factors that urge the Ministry of Education in general and the General Directorate of Education in Nineveh Governorate in particular to apply it to all educational staff to build a higher generation with the meanings of love for learning and education through the teacher's integration into education, especially the physical education teacher in secondary schools, where: His participation in internal and external sports activities pushes him to appear at an honorable level for him and his school, in addition to the above, the integration of the physical education teacher in his work inside and outside the school with the job he practices and senses is a

strong factor in overcoming the obstacles of work through job involvement. Occupational means that an individual loves his work and is interested in the work related to it. Individuals who love their jobs work with higher efficiency and better productivity than those who do not like their jobs. Therefore, the importance of the research is highlighted by focusing on the job involvement of physical education teachers and the development that it causes in the educational process.

The aim of the research:
- Structure a scale of job engagement for physical education teachers in secondary schools in the city of Mosul
- Identifying the level of occupational involvement of physical education teachers in secondary schools in the city of Mosul

١-٢ Research problem :

One of the problems threatening the educational community is the feeling of the physical education teacher being marginalized by the administration and colleagues at work, and a lack of appreciation for the efforts he makes. As well as preparing school teams to participate in sports tournaments, scout camps, and so on, and therefore this will have a negative impact on the job engagement of the physical education teacher in his jobs, and despite these various visible and invisible indicators, we find that they are not addressed in a research study At the level of secondary schools, to the knowledge of the researchers, it is considered a problem in itself, which reinforces the problem of the research, the lack of studies that dealt with the concept to the knowledge of the researchers.

١-٣ Research objective :
- Building a scale of occupational involvement for physical education teachers in middle, secondary and preparatory schools in the city of Mosul.?
- Identifying the level of occupational involvement of physical education teachers in middle, secondary and middle schools in the city of Mosul from their point of view.

١–٤ Research Areas :
- The human field: Physical education teachers in middle, secondary, and middle schools in the city of Mosul.
- Spatial field: - Middle, secondary, and middle schools in the city of Mosul
- Time field: - Starting from ٣/١/٢٠٢٢ to٢٠/٤/٢٠٢٢.

١–٥ Defining the terms :
Job involvement : Defined by (Bevan, ١٩٩٧): as (the person who is aware and aware of the business context, and works closely with co-workers to improve job performance for the benefit of the organization), (Bevan, ١٩٩٧, ٢٣).

The researchers defined it procedurally: it is the feeling of the physical education teacher with enthusiasm and immersion in his job and satisfaction with his work inside and outside the school environment.

٢- Search procedures:

٢-١ Research Methodology :

The descriptive method was used in the survey method for its suitability to the research.

٢-٢ The research community and its sample :

The research community included (٢٤٤) teachers representing (٢١٨) schools from middle, secondary and middle schools, according to the statistics obtained by the researchers from the Nineveh Education Directorate in the light of the book facilitating the task from the College of Physical Education and Sports Sciences / University of Mosul. And for the research necessity, the researchers divided the research community into two samples, the first for construction, at a rate of (٦٠٪) and by (١٤٦) teachers, and the second for final application, at a rate of (٤٠٪) and by (٩٨) teachers.

٢-٢-١ Construction Sample :

The construction sample consisted of two parts chosen randomly from the research community, the first for the exploratory study and included (١٠) players, while the second part included a sample of construction validity and consisted of (١٣٦) players, and the researcher was able to obtain (١٣٦) valid forms For statistical analysis, it represents (٩٠٪) of the construction validity sample and represents (٥٠٪) of the total research community as shown in Table No. (١).

٢-٢-٢ Final Application Sample:

The final application sample included the remaining (٩٨) teachers from the research community. The researchers obtained (٩٠) valid forms for statistical analysis, which represent (٩١٪) of the final application sample as shown in Table No. (١). It also represents (٣٧٪) of the research community.

Table (١) shows the research community

Final Application Sample		construction sample				number of teachers	schools
		construction sincerity		exploratory			
Actual	hypothetical	Actual	hypothetical	Actual	hypothetical		
٥٥	٦٠	٨٥	٨٥	٥	٥	١٥٠	Medium
٧	٨	١١	١١	٢	٢	٢١	high school
٢٨	٣٠	٤٠	٤٠	٣	٣	٧٣	Junior high
٩٠	٩٨	١٣٦	١٣٦	١٠	١٠	٢٤٤	Total
٪٩١	٪١٠٠	٪١٠٠	٪١٠٠	٪١٠٠	٪١٠٠	٪١٠٠	Percentage

٢-٣ Tools :

٢-٣-١- Job Engagement Scale :

Due to the lack of a suitable measurement tool to measure the job involvement of physical education teachers in secondary schools in the city of Mosul, the researcher built the scale according to the following steps:

٢-٣-٢ Determining the dimensions of the scale :

By reviewing the research and theoretical frameworks related to the topic under research, the researcher reviewed a number of research and theoretical frameworks related to job involvement as mentioned in some previous studies and research that dealt with the topic, including, (Cherubin ٢٠١١), (٢٠١١ (Academic And Hyat), and (٢٠١٢) Raymond And Mjoli, it was found that all It was based on the (Rich, ٢٠١٠) scale in determining the dimensions of absorption, and thus the three dimensions of (Rich) were adopted, which are (cognitive absorption), emotional absorption (emotional), and physical absorption.

٢-٣-٣ Drafting paragraphs :

A number of paragraphs were formulated according to the specific dimensions and in line with the nature of the work of the research community, and in line with the literature related to the aforementioned dimensions of research, as the scale in its initial form included (٢٨) items distributed on the three dimensions of the scale, and alternatives were identified. The proposed five are (totally agree, agree, somewhat agree, do not agree, never agree). The observations of the gentlemen in the discussion panel helped determine the initial features of the scale, and the following types of validity of the scale were verified:

٢-٣-٤- Honesty To verify the validity of the scale reached by the researcher, three types of validity were used:

content validity, apparent validity, and construction validity.

٢-٣-٤-١ content validity :

This honesty was achieved in the research tool while clarifying the concept of each dimension of the scale, as well as classifying the paragraphs of each dimension

٢-٣-٤-٢ face validity :

After preparing the (٢٨) items of the scale for the dimensions of job involvement and formulating them in their initial form, their apparent validity was verified by presenting them to experts specialized in administrative and sports sciences when they were asked to (merge, delete, add, and modify) what They deem it appropriate from the dimensions and after analyzing the experts' opinions, this resulted in the amendment of (١٨) paragraphs, and the deletion of (٨) paragraphs, so that the number of paragraphs became (٢٠) paragraphs that fit the work of physical education teachers to measure the dimensions of job involvement, and the changes were made According to the agreement of the experts' opinions about deleting, keeping or modifying the paragraphs, and after taking their opinions, their responses were determined using percentages

as a statistical means to find the percentages of arbitrators' agreement for each of the dimensional paragraphs. (Bloom, ١٩٨٣) indicates that it is possible to rely on the approval of the arbitrators' opinions by ٧٥٪ in this type of honesty (Bloom, ١٩٨٣, ١٢٦) and Table (٢) shows the percentages of agreement and rejection for each of the paragraphs of the dimensions of job engagement.

Table (٢) shows the percentages of experts' agreement on the paragraphs of the dimensions of job engagement

agreement ratios	naysayers	Agrees	Paragraph sequence	Dimensions	ت
٪١٠٠	٠	١٧	٩-٦-٥-٢	Cognitive	١
٪٧٦,٤٧	٤	١٣	٤-٣-١		
٪٣٥,٢٩	١١	٦	١٠-٧		
٪١٧,٦٤	١٤	٣	٨		
٪١٠٠	٠	١٧	٧-٢-١	emotional	٢
٪٨٨,٢٣	٢	١٥	٩-٤-٦-٥-٣		
٪٢٣,٥٢	١٣	٤	٨		
٪١٠٠	٠	١٧	٣-٢	physical Dimensions Cognitive	٣
٪٧٦,٤٧	٤	١٣	١-٤-٥		
٪٤١,١٧	١٠	٧	٨		
٪١٧,٦٤	١٤	٣	٦-٧-٩		

Then the scale was presented in its final form to a language expert, who reformulated the paragraphs linguistically without changing the content of the paragraph, so that the scale became ready to be applied to the exploratory sample.

٢-٣-٤-٣ construction validity :

For the purpose of initiating construction validation procedures according to scientific rules and foundations that require work on preparing the scale linguistically and organizationally so that it can be initially tested on a small sample of the research community that constitutes the exploratory application sample, and then its application to the construction sample, and with regard to the organization of the scale, its paragraphs were distributed Regularly, and as shown in Table (٣) so that the respondent is not affected by the pattern of the paragraphs.

Table (٣) It shows the regular distribution of the items of the job engagement scale dimensions in the scale in its initial form

Paragraph numbers sequence	Dimensions	S
٧ ،٦ ،٥ ،٤ ،٣ ،٢ ،١	Cognitive	١
١٥ ,١٤ ,١٣ ,١٢ ،١١ ،١٠ ،٩ ،٨	emotional	٢
٢٠ ,١٩ ,١٨ ،١٧ ،١٦	physical	٣

٣-٣-٤-٣-١ Initial exploratory application of the scale :

The scale was applied to a sample of physical education teachers, consisting of (١٠) teachers, one of whom holds a doctorate, (٣) holds a master's degree, and (٦) holds a bachelor's degree.

The application period extended from ١/٣/٢٠٢٢ to ١٣/١/٢٠٢٢, and the following table shows that

Table (٤) Shows a sample of the initial exploratory application of the scale

number of people	School certificate	S
١	PhD	١
٣	Master's	٢
٦	Bachelor of	٣
١٠	grand total	

It was found that the instructions are clear and understandable to the research sample, as well as the appropriateness of the response alternatives to the scale, and the average response time for the scale was (١٠) minutes.

٣-٣-٤-٣-٢ Construction Validity Procedures :

The construct validity of the scale was found by adopting two methods, namely, paragraph discrimination method and internal consistency on the forms obtained by the researcher from the construction validity sample, which amounted to (١٣٦) forms.

٣-٣-٤-٣-٣ Discriminatory power of paragraphs :

The discrimination property was found for each item of the scale using the two extreme groups

The researcher followed the following steps in calculating the discriminatory power

- Assigning a score for each answer alternative in front of each paragraph of the scale, according to the prepared pentatonic scale, and thus the total score for each respondent form was extracted.
- Arranging the forms in descending order after finding the grand total of each form of the construction sample, which amounted to . (١٣٦(
- Determining the size of the upper and lower extremist groups at a rate of (٢٧٪) for each, thus the number of forms was (٣٧) for each group? .
- T-values were found between the upper and lower extreme groups for each of the paragraphs, as shown in Table (٥)

Table (٥) It shows the calculated (T) values between the two extreme groups of the research sample for the items of the job engagement scale

indication Sig	t calculated	The lower group		The upper group		S
		standard deviation	Arithmetic mean	standard deviation	Arithmetic mean	
٠,٠٠٠	٤,٥٢٥	٠,٥٥٧	٤,٥٤٠	٠,١٦٤	٤,٩٧٣	١.
٠,٠٠٠	٤,٨٣٦	٠,٧٧٥	٤,١٨٩	٠,٣٤٦	٤,٨٦٤	٢.
٠,٠٠٠	٨,٣٨٦	٠,٥٨٥	٤,١٣٥	٠,١٦٤	٤,٩٧٣	٣.
٠,٠٠٠	٤,٨٤٣	٠,٦٠٢	٤,٤٣٢	٠,٢٢٩	٤,٩٤٥	٤.
٠,٠٠٠	٥,٩٩٢	٠,٦٠٠	٤,٠٢٧	٠,٤٧٩	٤,٧٨٣	٥.
٠,٠٠٠	٤,٥٨٥	٠,٩٤١	٤,٠٥٤	٠,٤٤١	٤,٨٣٧	٦.
٠,٠٠٠	٦,٦٣٢	٠,٨٥٤	٣,٧٨٣	٠,٣٩٧	٤,٨١٠	٧.
٠,٠٠٠	٣,٩٤٩	٠,٧٣١	٤,٤٨٦	٠,١٦٤	٤,٩٧٣	٨.
٠,٠٠٠	٧,٤٥٣	٠,٧٠٤	٣,٩٤٥	٠,٣١٤	٤,٨٩١	٩.
٠,٠٠٠	٦,٥٩٢	٠,٨٥٥	٣,٨٦٤	٠,٣٤٦	٤,٨٦٤	١٠.
٠,٠٠٠	٥,١٢٦	٠,٧٨٦	٤,٢١٦	٠,٢٧٦	٤,٩١٨	١١.
٠,٠٠١	٣,٦٣٨	١,٠٢٥	٣,٩٤٥	٠,٧٤٠	٤,٧٠٢	١٢.
٠,٠٠٠	٤,١٢٩	٠,٨٠٤	٤,٢٧٠	٠,٣٤٦	٤,٨٦٤	١٣.
٠,٠٠٠	٧,٠٧٧	٠,٧٣٢	٣,٧٢٩	٠,٤٥٠	٤,٧٢٩	١٤.
٠,٠٠٠	٦,٩٤٦	٠,٧٢١	٤,٠٨١	٠,٢٢٩	٤,٩٤٥	١٥.
٠,٠٠٠	٥,٧٠٢	٠,٧٠١	٤,٢٩٧	٠,١٦٤	٤,٩٧٣	١٦.
٠,٠٣٠	٢,٢١٩	٠,٥٨٧	٤,٦٤٨	٠,٣١٤	٤,٨٩١	١٧.
٠,٠٠٠	٥,٦٠٣	٠,٦٩٨	٤,١٠٨	٠,٣٧٣	٤,٨٣٧	١٨.
٠,٠٠٠	٤,٧٩٥	٠,٧٦٠	٤,٢٤٣	٠,٣١٤	٤,٨٩١	١٩.
٠,٠٠٠	٥,٤٢١	١,٣٤٩	٣,١٠٨	٠,٦٩١	٤,٤٥٩	٢٠.

It is also evident from Table (٥) that all (٢٠) paragraphs distinguished between the higher group and the lower group, as their calculated T-values approached between (٢,٢١٩ - ٨,٣٨٦), and their significance level (Sig) reached between (٠,٠٣٠-٠,٠٠٠), which is less than the approved significance level (٠,٠٥).

٣-٣-٤-٣-٤ Internal consistency :

The correlation relationship was found between the paragraph and the total axis to which it belongs and between it and the total sum of the scale, and thus the internal consistency coefficient was found for (١٣٦) forms and (٢٠) paragraphs, and it was found that they are internally consistent, as the values of their correlations converged between (٠,٢٥٥-٠,٤٧٠) , and its significance level was (٠,٠٠٠), which is smaller than the approved significance level (٠,٠٥), and the following table shows that.

Table (٦) Shows the values of the internal consistency of the construction sample in the paragraphs of absorption

Significance level	The degree of correlation of the paragraph	S
٠,٠٠٠	٠,٣٥٥	١
٠,٠٠٠	٠,٤٢٨	٢
٠,٠٠٠	٠,٥٧٨	٣
٠,٠٠٠	٠,٣٦٥	٤
٠,٠٠٠	٠,٤٣٤	٥
٠,٠٠٠	٠,٤٥٥	٦
٠,٠٠٠	٠,٥٤٨	٧
٠,٠٠٠	٠,٤٩٦	٨
٠,٠٠٠	٠,٦٠٤	٩
٠,٠٠٠	٠,٥٠٣	١٠
٠,٠٠٠	٠,٣٥٩	١١
٠,٠٠٠	٠,٢٨٥	١٢
٠,٠٠٠	٠,٣٩١	١٣
٠,٠٠٠	٠,٥٥٣	١٤
٠,٠٠٠	٠,٥٨١	١٥
٠,٠٠٠	٠,٥٤٥	١٦
٠,٠٠٠	٠,٣١١	١٧
٠,٠٠٠	٠,٤٨٣	١٨
٠,٠٠٠	٠,٥٠٢	١٩
٠,٠٠٠	٠,٤٥٨	٢٠

It is evident from Table No. (٦) that all the paragraphs of the occupational absorption measures for physical education teachers In secondary schools in the city of Mosul, the amount of (٢٠) items is internally consistent, as the correlation values of . approached The items with the total degree of response between (٠,٢٨٥-٠,٦٠٤) and the significance level (Sig) for all correlation value coefficients reached (٠,٠٠٠), which is smaller than the approved significance level (٠,٠٥), which indicates the homogeneity of the scale so that it measures each item The same dimension as the scale measures. ٣-

٣-٤ Reliability :

For the purpose of verifying the Reliability of the scale, the split-half method was used, as well as Cronbach's alpha coefficient.

٣-٤-١ Half-slicing method :

In order to extract the reliability coefficient in this way, the researcher used the responses of the construction sample amounting to (١٣٦) forms, which included (٢٠) items for the scale of occupational involvement. Total using the Gitman and Spearman-Brown equations, and their value is (٠,٧٤ - ٠,٧٤), respectively.

٣-٤-٢ Alpha-Cronbach's

coefficient method The Cronbach's alpha coefficient method was used to estimate the Reliability of the internal consistency of the scale since the items are not corrected in binary. The value of the Reliability coefficient of the

functional engagement scale was (٠,٧٨) and all the Reliability values extracted for the scale indicate a good level of Reliability property in it. .

٣-٥ Description of the job engagement scale :

in its final form In its final form, the scale settled on (٢٠) items as shown in Appendix No. (٢), and they are mainly divided into three dimensions (cognitive, emotional, and physical) and by (٧, ٨, ٥) respectively, and with regard to answer alternatives, they were five They are represented in (totally agree, agreed, somewhat agreed, do not agree, absolutely do not agree) and bear the weights (٥, ٤, ٣, ٢, ١) respectively. With regard to the organization of the scale, the paragraphs of its dimensions were distributed on a regular basis and as shown in the table No. (٧) so that the respondent is not affected by the pattern of the paragraphs. The total score of the respondent is calculated according to the alternatives chosen for each paragraph, as the highest value of the response is (١٠٠) degrees, while the minimum value is (٢٠) degrees. The percentage of response and in light of the following.

- ٨٠٪ or more is very high.
- From (٧٠٪) - less than (٨٠٪) high.
- From (٦٠٪) - Less than (٧٠٪) average from (٥٠٪) - less than (٦٠٪) is low.   Less than (٥٠٪) is very low.

Table (٧) It shows the regular distribution of the items of the job engagement scale dimensions in the scale in its final form

Paragraph numbers sequence	Dimensions	S
١، ٢، ٣، ٤، ٥، ٦، ٧	Cognitive	١
٨، ٩، ١٠، ١١، ١٢، ١٣, ١٤, ١٥	emotional	٢
١٦، ١٧، ١٨، ١٩, ٢٠	Physical	٣

٣-٦ Final application of the scale :

The job engagement scale was applied to the application sample, which amounted to (٩٨) teachers, after providing the sample with instructions on how to answer the scale while benefiting from the observations of the exploratory application of them. / ٢٠٢٢, and the researcher obtained (٩٠) valid forms for statistical analysis, which represent (٩١٪) of the final application sample, and they represent (٣٧٪) of the research community.

٣-٧ Statistical treatments :

- Arithmetic mean
- standard deviation
- Percentage
- Pearson's correlation coefficient
- Cronbach's alpha coefficient
- Gittmann equation
- Spearman Brown
- t test) for two independent samples

In extracting these statistical treatments, the researcher relied on the statistical program (IBM SPSS Statistics ٢٢.

٤- Presentation and discussion of the results :

٤-١ Presenting the results of the first goal, which states :

((building a scale of occupational involvement for physical education teachers in middle, secondary and middle schools in the city of Mosul)). ? This goal was achieved through the research procedures in Chapter Three and Appendix No. (٢) explaining the final version of the scale

٤-٢ Presenting and discussing the results of the second objective, which states :

((recognizing the level of occupational involvement of physical education teachers in middle, secondary and middle schools in the city of Mosul from their point of view)). The researcher obtained the following results :

Table (٨) Arithmetic means, standard deviations, percentages, and level for the paragraphs of the total and functional engagement dimensions.

the level	percentage	p- +	-S	paragraphs	s	Dimensions
very high	٪٩٤	٠,٤٨٧	٤,٧٤٤	Take care of doing my job well (effectively).	١	first dimension
very high	٪٨٨	٠,٦٥٥	٤,٤٤٤	I care about the results of the sports teams when I finish my work.	٢	
very high	٪٩٢	٠,٥٦٧	٤,٦٤٤	I am constantly working on developing my professional performance	٣	
very high	٪٩٤	٠,٥٠٧	٤,٧٠٠	I feel great satisfaction when performing the assigned tasks	٤	
very high	٪٨٥	٠,٦٥٣	٤,٢٧٧	Thinking well of the next day's work.	٥	
very high	٪٩٥	٠,٦١٧	٤,٧٥٧	I do not hesitate when I am assigned to take on additional duties and responsibilities in my work.	٦	
very high	٪٨٥	٠,٦٩٠	٤,٢٨٨	I do my best to develop both internal and external extracurricular activities	٧	
very high	٪٩٠	٢,٤٢١	٣١,٦٧٧			Total
very high	٪٩٧	٠,٣٤١	٤,٨٦٦	I feel happy when the physical education lesson is carried out successfully.	١	The second dimension
very high	٪٩١	٠,٥٩٧	٤,٥٨٨	Feel energized when you organize the extra-curricular activities among the students	٢	
very high	٪٨٩	٠,٦٥٦	٤,٤٦٦	Participate in outdoor activities with enthusiasm and happiness	٣	
very high	٪٩٢	٠,٥٠٧	٤,٦٣٣	There is a perfect match between my work as a physical education teacher and my	٤	

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the level	percentage	p- +	-S	paragraphs	s	Dimensions
				personal abilities.		
very high	٨٢٪	١,٠٤٧	٤,١٢٢	I get frustrated when I fail to achieve my goals.	٥	
very high	٨٨٪	٠,٧٥١	٤,٤٤٤	My conscience hurts me for mistakes I made in my work.	٦	
very high	٨٦٪	٠,٦٠٢	٤,٣٤٤	Continuously present constructive and innovative ideas	٧	
very high	٩٠٪	٠,٥٨٤	٤,٥٣٣	I go about my work with great enthusiasm and drive.	٨	
very high	٩٠٪	٢,٧٧٦				Total
very high	٩٣٪	٠,٥١١	٤,٦٨٨	Do my best to improve the school's position.	١	third dimension
very high	٩٤٪	٠,٦٣٦	٤,٧٢٢	Make sure to carry out the Iraqi flag hoisting ceremonies with perfection	٢	
very high	٨٩٪	٠,٦٠٣	٤,٤٧٧	Work on dividing the effort during work according to time.	٣	
very high	٩٢٪	٠,٥٥٦	٤,٦٠٠	I get to school early, to get ready to do my homework	٤	
very high	٨١٪	٠,٨٣٩	٤,٠٥٥	I stay in school extra times for coaching sports teams.	٥	
very high	٩٠٪	١,٨٩٧	٢٢,٥٤٤			Total
very high	٩٠٪	٥,٧٢٣	٩٠,٢٢٢			aggregate scale

It is clear from Table (٨) that the paragraphs of job involvement were distributed at a (very high) level, as their percentage ranged between (٨١٪ - ٩٧٪), which was reflected in the overall result of job involvement, as it was at a (very high) level.) with a percentage of (٩٠٪.(

The researchers believe that physical education teachers in secondary schools in the city of Mosul who are aware of the respect for the job will provide the best achievement and feel their effectiveness and importance in schools and that they enter the core of the functional relationship and how they act in their roles in order to achieve their goals, meaning the more physical education teachers spend from By exerting energies, they are more likely to behave positively at school, and their desire to stay in school increases.

٥- Conclusions and Recommendations

٥-١ Conclusions

- The degree of application of the occupational involvement scale for physical education teachers in secondary schools in the city of Mosul came at a (very high) level.

٥-٢ Recommendations:

- Holding seminars and intensive educational courses to apply the occupational involvement scale for all other specializations in secondary schools in the city of Mosul.
- Applying the job engagement scale to other samples of all specializations
- Develop an evaluation form for the performance of physical education teachers in secondary schools that includes all aspects of their work in order to ensure the objectivity of the evaluation and circulate it to secondary schools throughout Iraq

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