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مجلة علمية محكمة تصدرها كلية التربية البدنية وعلوم الرياضة



The intermediate role of the organizational climate in the relationship between professional compatibility and career creativity lecturer.

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ABSTRACT

The fundamental research question was the breach between the intellectual understanding of the variables and the field existence of the academy substitute, as academies in Iraq in general and the University of Dhi Qar substitute contract an illness various questions, including at the level of allure locale and contest accompanying additional universities, containing at the level of operating allure assignments towards the beneficiaries, as these questions cause a decrease in the level of conduct of allure tasks on account of either laws and priestly directions or on account of the lack of wherewithal and skills necessary to manage allure functions by dealing and directing matters at the academy. The aim of this research search out study the powerful friendship of the administrative climate in crystallizing the connection betwixt professional unity and task creativity and weighing the levels of variables examined. The research was attended on the supervisors filling a place administrative tasks in the management of the University of Thi-Qar the one were intentionally picked, where (214) inquiry was created for one analyst and after resolving the results, it enhanced clear that the administrative humidity has an affect the relationship middle from two points professional unity and task artistry at the level of individual compatibility professionally accompanying welcome institution of higher education and artistry in his work. The most influential pieces of advice search out devote effort to something internal active environments by occupied to organize dependable rules to enhance their levels and level of work and knowledge by professors by construction an administrative culture established the incident of material and cognitive work requirements and improving professional rapport, that is individual of the main indicators. In the character of acting of verdict adjusting factors for the education accompanying the within and outside environments.

Keywords:

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1.1 Research Introduction and Importance:

The institutions usually and academies exceptionally that inquire success are dedicated to a clear approach to instigate their operators for task creativity, that is a attitude completed activity by individual traders in order to obtain their aims that mix accompanying the aims of the organization at which point they work and this concede possibility demand upholding roles as administrative determinants, containing professional rapport and organizational atmosphere, the administrative trend is individual of the important administrative variables that aim to obtain task delight and the comfort of workers while pursuing to attain a balance middle from two points work and private life under reliable and healthful active environments And low stress In addition, the globe contemporary is testifying plenty intellectual, public and economic complicatedness and dissimilarities in dreams and civilizations, and under this complexity, it was inevitable for arrangements to consider by what method to follow up-to-date administrative forms that would conceive a state of task creativity for laborers in investigating and misusing space to generate and implement new imaginative plans priceless, that are reflected thoroughly the actions acted by laborers, and professional compatibility has a important affect realistic act, as professional rapport is a continuous vital process. Between the assistant and welcome professional, friendly and psychological atmosphere, communicates stylish so that reach a state that suits it that makes him quenched accompanying welcome work, acceptable to him and accomplishing good beneficial connections middle from two points him and the referring to practices or policies that do not negatively affect the environment determinants surrounding whole and agreeable accompanying ruling class, and with the variables that make an impact these determinants, in addition the overall vindication of the differing aspects of the individual's work surroundings (welcome executive, associates, the institution at which point he everything, welcome active hours, wage, type of work) and this is clear from welcome output and ability and from the way welcome executive, associates and the organization see him The importance of the research emanates the significance of the variables examined and in consideration of their interaction and affect the depiction of the coach administrative of administrative tasks in the management of the University of Thi-Qar.

1-2 Research problem: -

The problem of the study is related to the gap between the intellectual understanding of the variables and the field reality of the university under study, as

universities in Iraq in general and the University of Dhi Qar under study suffer from several problems, including at the level of its location and competition with other universities, including at the level of performing its duties towards the beneficiaries, as these problems cause a decrease in the level of performance of its tasks as a result of either laws and ministerial instructions or as a result of the lack of capabilities and skills required to accomplish its functions by dealing and managing matters at the university. The researcher sensed through his meetings with some professors that there is a sensitivity towards the university administration in the way it manages the course of work, and this in itself requires study and understanding of the reasons that led to this and trying to develop appropriate solutions, not to mention the availability of an appropriate work environment that allows the teacher in charge of administrative tasks in the presidency of the university to adapt and harmonize in his work in order to change his behavior to a positive direction that reflects his efficiency and creativity and in order to determine the nature of the problem within the studyable space put forward a group of The questions are: -

- 1- What is the level of availability of professional compatibility behavior among teachers at the University of Thi-Qar?
- 2- What is the level of availability of the organizational climate at the University of Thi-Qar?
- 3- What is the level of availability of functional creativity among teachers at the University of Thi-Qar?

1-3 Research Objectives:

- 1- Measuring the level of professional compatibility behaviors among the teachers of the study sample at the University of Thi-Qar.
- 2- Knowing the extent of the organizational climate enjoyed by the teaching staff at the University of Thi-Qar.
- 3- Identify the level of creativity of teachers at the University of Thi-Qar.
- 4- Measuring the level and direction of the correlation between professional compatibility and job creativity at the University of Thi-Qar.
- 5- Measuring the level and direction of the correlation between the organizational climate and job creativity at the University of Thi-Qar.

- 6- Knowing the level and magnitude of the impact of professional compatibility on the career creativity of teachers working at the University of Thi-Qar.
- 7- Know the level and magnitude of the influence that the organizational climate plays in promoting job creativity at a university.
- 8- Investigate the magnitude of the interactive impact of the organizational climate on the relationship between professional compatibility and job creativity at the University of Dhi Qar.

1-4 Research Areas:

1- Human limits: The human limits of the study were represented by the administrative staff of the teachers assigned to administrative tasks in the presidency of the University of Dhi Qar.

2- Time limits: The temporal limits of this study were represented by the period that included writing the methodological, theoretical and applied framework between 13/7/2023 until 5/11/2023.

3- Spatial boundaries: The University of Dhi Qar was chosen to conduct the field side of the study.

2-1 Research Methodology:

The choice of the appropriate approach to solve the research problem is one of the important steps that result in the success of the research, which depends on the nature of the problem, the extent of its clarity and the availability of correct information about it, which distinguishes it from the rest of the research problems, and for this the researcher chose the descriptive approach in the survey method and correlation relations to solve the research problem as the most appropriate approach to reach the research objectives.

2.2 Research community and sample

The study sample was represented by an intentional sample consisting of teaching professors assigned to administrative tasks in the presidency of the presidency at the University of Dhi Qar, as the number of community members reached (234) teaching, and the number of questionnaires distributed was (214) questionnaire, which recovered (201) all valid for analysis, where the researcher excluded the survey sample and their number (30) teaching, while the forms that were not

processed statistically were not completed and did not arrive from the examined, as the response rate to the questionnaire was approximately (95.6%).

The sample was divided in the following way:

First: The sample of the initial application (exploratory experiment) of the three scales: where the sample of the exploratory experiment for the three scales consisted of (30) teachers and (12.8%) of the total sample

Second: The sample of building the scale: where the construction sample for the three scales consisted of (124) teaching and a percentage of (52.99%).

Third: Application sample: The application sample for the three standards consisted of (80) teaching and a percentage of (34.18%).

2.2.1 Description of the study sample:

Table 1

Description of the study sample

Percentage	Iteration		Property
%70.5	165	male	Sex
%29.4	69	female	
%19.2	45	25-30 years	Age Group
%28.2	66	31-40 years	
%24.3	57	41-50 years	
%15.8	37	51-60 years	
%12.3	29	61 and more	
%35.4	83	Master	Certification
64.5	151	Doctor	

% 100	234	Total
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2-3 Means of collecting information, data and devices used:

2.3.1 Means of collecting information and devices used:

- 1- Sources and references.
- 2- Personal interviews.
- 3- Questionnaire.
- 4- Internet.
- 5- One (1) laptop type (DELL).
- 6- Handy electronic calculator number (1) type (Cadio).
- 7- Canon Laser Printer0

2.4 Main research procedures:

2.4.1 Determining the dimensions of the three standards:

After reviewing the sources and scientific references and previous studies related to the science of public administration and sports management and some standards, and the use of the opinions of some experts within the competence of management and organization, sports psychology, tests and measurement in physical education as well as those with experience in the College of Administration and Economics, the researcher has identified six dimensions of the organizational climate scale (job satisfaction, general well-being, balance between life and work, control of work, working conditions, stress at work), and four dimensions of the professional compatibility scale, namely (nature of work, Work behaviors, material proportionality, dealing with others), and two dimensions of the functional creativity scale are (exploration and generation of the idea, support and implementation of the idea) The dimensions of the scales were presented to those with experience and competence and their number was (10) experts in order to determine the main dimensions of building standards and indicating the validity of these dimensions or modifying them or proposing other dimensions and making any observations and after analyzing the answers using the chi-square law of the agreement of the opinion of experts, the dimensions of the mentioned measures were determined by relying on the significance of the differences between those who agree and disagree, and according to What was extracted through (Ka^2) under

the level of significance (0.05) and the degree of freedom (1) and a tabular value equal to (3.84) and by comparing it with the calculated percentage of (70%) or more to accept the dimensions, i.e. by (7) experts, no dimension was excluded from the dimensions of the three scales, as shown in Table (2).

Table 2 shows the values of the chi-square

Percentage of expert agreement	Ka2 calculated	Disagreeing experts	Approving Experts	Number of experts	Dimensions	Scale
%90	8	1	9	6	Job satisfaction	Organizational Climate
%70	4	3	7	6	General well-being	
%100	10	zero	10	3	Work-life balance	
%80	6	2	8	5	Control of work	
%90	8	1	9	3	Working conditions	
%80	6	2	8	2	Stress at work	
				25	Total	
%100	10	zero	10	4	Nature of work	Professional Compliance
%90	8	1	9	4	Business behaviors	
%100	10	zero	10	4	Physical proportionality	
%90	8	1	9	3	Dealing with others	

				15	Total	
% 100	10	zero	10	5	Explore and generate the idea	Career Creativity
% 90	8	1	9	5	Supporting and implementing the idea	
				10	Total	

2.4.2 Determine the method and foundations of formulating phrases:

The researcher used the method (Likert) in the formulation of phrases and after the preparation of the three standards in their initial form, he presented them to the same group of experts to ensure their validity in measuring what they were developed for and their suitability for the dimensions, as well as knowing the positive and negative phrases, as well as identifying the phrases that need to be modified and submitted the proposed amendment, and after the experts and specialists expressed their opinions and observations and modified some of the phrases of the scales, the phrases were treated statistically by applying the percentage and the square of Ka^2 Under the level of significance (0.05) and the degree of freedom (1) and a tabular value equal to (3.84), and the final analysis resulted in the exclusion of the statements that were less than 70%, where the value of the percentage was limited between (90-40%) and the value of the chi-square between (8-1) as shown in Table (2), as the number of phrases in the aforementioned table is the final number of the three measures after statistical processing.

2.4.3 Method of correcting the phrases of the scales:

The phrases of the scales have been formulated in two directions, one positive and the other negative, and the weights of the phrases have been determined from (1-5) degrees for each phrase of the scales, and therefore has developed five alternatives and graded responses for the purpose of obtaining the total degree for each individual of the sample, as the highest degree of the organizational climate scale (125) degrees and the lowest value is (25) degrees, and the highest degree of the professional compatibility scale (75) degrees and the lowest value is (15) degrees, while the highest degree of the functional creativity scale (50) and the lowest

degree (10) and by collecting the respondent's grades on the five-point scale of estimation we get the total score.

2-5 Exploratory experiment of the phrases of standards:

To ensure the correctness of the formulation of the phrases and whether they are understandable or incomprehensible for the sample, and to identify the difficulties facing the final application process, and to identify the time required to answer the statements of the standards by the teachers and to know the efficiency of the assistant staff, the standards (Appendix 7) were applied to a sample of teachers at the University of Dhi Qar, who numbered (30) teachers. The researcher asked the sample to note each phrase accurately and mark it with a sign (✓) in the appropriate field, and this was done on Monday 23/7/2023. The results of this procedure showed that the phrases were clear to the sample members, and all the phrases were answered and the approximate time to answer the phrases of the three scales was determined with a time of (25-30) minutes.

2-6 Experience of applying scales to the construction sample:

The three scales were applied to the construction sample consisting of (124) teachers at the University of Dhi Qar, and this was done in the period from 15/8/2023 to 12/10/2023, where the questionnaire forms were distributed to the sample members and they were asked to read the instructions regarding the process of answering the questionnaire, then the answers of the sample members were collected and checked in order to ensure the integrity of the answer to all the phrases, then the researcher analyzed these phrases statistically to reveal their ability to distinguish and their association with the total degree of each scale and the exclusion of non-statements. The researcher has adopted the method of the two peripheral groups and internal consistency, where the values of the arithmetic means of the upper group of the organizational climate scale ranged between (3.920-4.960), while the values of the lower group ranged between (1.200-2.520), and the calculated T value between (7.562-1.549), while the professional compatibility scale ranged the values of the arithmetic means of the upper group between (3.437-4.410), while the values of the lower group circles ranged between (1.693-2.371), and the calculated T value between (6.742-1.467), while The arithmetic means of the upper group of the functional creativity scale ranged between (4.043-3.543), while the lower group ranged between (1.349-2.210) and the calculated T value between (5.943-1.821), and when compared with the value of (Tabular T) of (2.011) under the level of significance (0.05) and under the degree

of freedom (68), the non-discriminatory phrases were excluded, which were the calculated T degree for them less than the tabular ones, Table (2) mentioned Q Alpha shows the number of phrases for each scale and their distribution on the dimensions of the scales, while the values of the phrase correlation with the scale ranged The organizational climate scale ranged between (0.741-0.122), in the professional compatibility scale ranged between (0.689-0.159), while the functional creativity scale ranged between (0.801-0.179), where statements whose significance level (sig) greater than (0.05) were excluded.

2-7 Scientific transactions of the two scales:

2.7.1 Honesty:

The researcher used virtual honesty, and this was achieved through the presentation of the three standards to experts and specialists in the field of physical education within the competence of management, organization, sports psychology, tests and measurement, as well as management and economics, while the sincerity of construction has been achieved by using the method of the two peripheral groups by extracting the discriminatory power of the phrases of the scales, in the light of which the phrases capable of distinguishing between individuals with high scores and those with low scores and using The researcher also used the internal consistency coefficient in analyzing the statements of each scale, i.e. calculating the validity of the statements of the scale using the internal test (the total score of the scale) by finding the correlation between the degree of each phrase and the degree of the scale as a whole.

2.7.2 Stability:

First: Half-segmentation method:

The phrases of each of the organizational climate scale and the professional compatibility scale and the functional creativity scale were divided into two halves, as the number of phrases of the first half of the organizational climate scale became (13) phrase and the second half (12) phrase, while the phrases of the professional compatibility scale were divided into two halves, where the number of phrases for the first half became (8) phrases and the second half (7), while the number of phrases for each half of the functional creativity scale (5) and according to the sequence of phrases into odd and even, and then extracted the correlation coefficient for each scale between The degrees of the two halves in a Pearson manner, and the correlation coefficient between the degrees of the two halves (0.556) for the

organizational climate scale and (0.639) for the professional compatibility scale and (0.604), but these values represent the stability coefficient of half the test and until we get the stability coefficient of the test as a whole, the researcher used the equation (Spearman - Brown) to correct the correlation coefficient and after correction the stability coefficient became the measure of organizational climate (0.715) while the stability coefficient of the professional compatibility scale became (0.780) while it was (0.741) for the measure of functional creativity and these values It represents a high stability coefficient that can be relied upon to estimate the stability of scales.

Second: the method of Alpha Cronbach.

It is one of the most common and most appropriate stability measures for scales with a graded balance, as stability was extracted in this way by applying the Kornbach equation to the members of the construction sample of (70) teaching using the statistical bag (spss), as it was found that the value of the stability coefficient for the organizational climate scale (0.885) and the professional compatibility scale is equal to (0.758), while the functional creativity scale was (0.705), which is a high stability indicator for the two scales.

2.7.3 Objectivity:

The instructions for the application of the test (scale) in terms of its procedures, management and since the scales contain one key for correction, each measure is considered an objective measure.

2.8 Torsion coefficient of the two scales

To identify the extent of proximity or distance of the sample answers to the normal distribution, the researcher calculated the torsion coefficient using the statistical program SPSS, where it reached (0.210) for the organizational climate scale and (0.260) for the professional compatibility scale, in the value of the torsion coefficient for the functional creativity scale was (0.289)

2-9 Arithmetic means and standard deviations of the three scales:

The researcher processed the results of the scales statistically through the use of the arithmetic mean, standard deviation, Zai degree, T degree, and Table (3) shows the arithmetic means and standard deviations of the two scales and its dimensions for the construction sample, which was adopted in extracting the standard scores.

Table (3) shows the arithmetic means and standard deviations of the three scales

Standard deviation	Arithmetic mean	Dimensions	Scale
5.001	21.9	Job satisfaction	Organizational Climate
4.98	22.6	General well-being	
3.83	12.5	Work-life balance	
5.035	19,7	Control of work	
3.032	12.3	Working conditions	
1.89	8.01	Stress at work	
23.768	96.9	Total	
5.97	15.8	Nature of work	Professional Compliance
4.98	16.9	Business behaviors	
5.045	17.4	Physical proportionality	
5.65	13.7	Dealing with others	
21.645	63.8	Total	
5.022	19.5	Explore and generate the idea	Career Creativity
4.99	18.7	Supporting and implementing the idea	
10.012	38.2	Total	

3- Presentation, analysis and discussion of the results of the study:

3.1.1 Presentation, analysis and discussion of the results of the organizational climate scale:

Table (4) shows the arithmetic mean and standard deviation of the application sample for the organizational climate scale

Level	Standard deviation	Arithmetic mean	Scale
Good	23.768	96.9	Organizational Climate

The above table shows us that the level of organizational climate among the teachers of the University of Thi-Qar has obtained an arithmetic mean (89.01) and a standard deviation (23.768), thus becoming a level (good).

Table (5) shows the levels, adjusted standard scores and raw grades of the work quality scale

The	Percentage	Number	Raw grades	Standard grades	Levels
	%23.7	19	125-119	80-68	Very good
	%46.2	37	118-87	67-56	Good
	%15	12	86-64	55-44	medium
	%8.7	7	63-47	43-32	Acceptable
	%6.2	5	46-25	31-20	Weak

researcher attributes the access of teachers at the University of Thi-Qar at these levels to several things, including that the university administration provides opportunities to reflect the talents of teachers assigned to administrative tasks and encourages their endeavors in developing and improving work methods and works to provide modern methods for the purpose of training and development, which allows them to achieve their goals and objectives to work to reach the stage of satisfaction with their work, as well as that they enjoy a life close to what they dreamed of and they are happy in the mechanisms of work that usually goes well. Not to mention the ease of expressing their opinions and at the same time that these opinions are effective in the changes that occur at the level of the university and its activities with their involvement in the decision-making process, as well as that

their satisfactory working conditions and that the university administration provides the necessary needs to perform the work while providing a safe work environment to some extent, which throws on them a sense of work pressure and psychological tension as a result of their work and the implementation of their duties, This is what he points out that "the organizational climate is not only the opinions, attitudes and expectations of staff members about their jobs, but also the provision of all the conditions for staff satisfaction and job needs, as well as their perception of such satisfaction".¹

3.1.2 Presentation, analysis and discussion of the results of the functional creativity scale:

Table (6) shows the arithmetic mean and standard deviation of the application sample for the functional creativity scale

Level	Standard deviation	Arithmetic mean	Scale
Good	10.012	38.2	Organizational Climate

Table (7) shows the modified and raw standard levels and scores of the Job Creativity Scale

The	Percentage	Number	Raw grades	Standard grades	Levels
	%17.07	14	50-43	80-68	Very good
	%51.25	41	42-20	67-56	Good
	%16.25	13	33-19	55-44	medium
	%10	8	23-18	43-32	Acceptable
	%5	4	17-10	31-20	Weak

researcher explains that the teachers at the University of Dhi Qar have access to these levels for several things, including that the teachers seek to improve their performance to develop their university in which they work by studying and following modern methods, techniques and tools to keep pace with the development in the world and by allocating part of their time to help in their own business, which is not among their official work to reach new ideas and with the support of the

Ashteiwi, Muhammad Abed: **Attitudes of Employees Towards the Organizational Climate**, Journal of Al-Quds¹
Open University, Gaza, Vol. (1), Issue (3), (2015), p. 21.

university administration. In addition, they always strive to encourage their co-workers to present and adopt creative ideas continuously, as well as their effective contribution to the implementation of new ideas, as well as their presentation of creative ideas that improve and develop performance in order to achieve competitive advantage².

3.1.3 Presentation, analysis and discussion of the results of the professional compatibility scale:

Table (8) shows the arithmetic mean and standard deviation of the application sample for the professional compatibility scale

Level	Standard deviation	Arithmetic mean	Scale
Very good	21.645	63.8	Professional Compliance

Table (9) shows the levels, adjusted standard scores and raw scores of the professional compatibility scale

Percentage	Number	Raw grades	Standard grades	Levels
%21.25	17	75-63	80-68	Very good
%47.75	39	62-51	67-56	Good
%16.25	13	50-37	55-44	medium
%8.75	7	36-24	43-32	Acceptable
%5	4	23-15	31-20	Weak

Through the above table, it is clear to the researcher and in the light of the sample levels that the teachers at the University of Dhi Qar have the ability to conform to the nature of work in the various factors that surround them in the work environment and their compatibility with the changes that occur to these factors at different periods of time, as well as their compatibility with their boss at work and supervisor

⁽²⁾Al-Husseini, Falah Hassan Addai, **Strategic Management**, 1st Edition, Dar Wael Publishing, Amman, Jordan, 2000, p. 231.

and with their colleagues, as well as their compatibility with the demands of themselves, their tendencies, their mood and their compatibility with the changing circumstances of work, which reflects the importance of administrative guidance from Before the university administration and the great influence on the acquisition of work behaviors and modify them in a positive direction that serves the achievement of the goals of the educational institution through good leadership and effective communication and the provision of motivation and continuity and the provision of appropriate material, psychological and social (Jaweed, 2025) conditions that positively affect the behavior of teachers and their focus at work, as well as the importance of material proportionality with the nature of work and its proportion to the requirements of life, work is the main source of income for the teacher, it secures him a decent life, so he is committed to his institution a commitment Normatively and this is shown through the performance of his work and professional competence, and the worker's achievement of this stability is based on the need for a comfortable and satisfactory atmosphere within the institution in which he works, so that he can make the necessary effort for the success of his work, which returns to him and the institution and society with satisfaction and material well-being, and this is confirmed by Saida about the importance of professional compatibility "It is a state of harmony and harmony between the worker and his professional environment - physical and social - which makes him satisfied with his professional performance, and satisfactory to others)supervisors and colleagues³⁾, and his ability to progress in his work and constantly improve his skills, which can be measured by the nature of the work, relationship with colleagues, supervision, promotion and development, and opportunities for advancement in the work."

3-2 First: Correlation relations between study variables and direct impact relationships:

- 1- The correlation between the organizational climate variable and the functional creativity variable is a strong direct relationship given the value of the significance level.

Saida Ben Ghorbal: Emotional Intelligence and its Relationship to Professional Compatibility, ³ Unpublished Master's Thesis, Faculty of Humanities and Social Sciences, Mohamed Khudair University, Biskra, Algeria, 2015, p. 15.

Table (10)

Sample Number	Significance level	Correlation	Variables
40	0.000	**0.399	Organizational Climate Career Creativity

- 2- The correlation of the occupational compatibility variable and the functional creativity variable is a strong positive relationship given the value of the significance level.

Table (11)

Sample Number	Significance level	Correlation	Variables
40	0.000	.613**0	Professional Compliance Career Creativity

Second: Affective Relationships: The researcher relied on testing direct impact hypotheses based on the Structural Model using the structural modeling equation by using the program (Smart PLS. V.20).

First: The influential relationship between the organizational climate <---job creativity.

Table (12)

Coefficient of determination R ²	S.R.W	Impact size f ²	P value	T value	VIF	track	Matching quality Sarmar
0.156	0.394	0.235	0.006	2.787	1	Organizational Climate <--- Job Creativity	0.069

Table (12) shows that the value of the standard square root mean unified (SRMR) less than (0.08) and this explains that there is an acceptable match for the model to study the impact relationships between the variables studied, and the value of (VIF) (1) which is less than (5) and thus confirm the absence of multiple linear correlation between the independent variables, while the value of (t) was 2.787)) It is greater than (1.96) at a significant level of (0.05) and this indicates the significance of the correlation, and the value of the interpretation coefficient (0.156), a large value

indicating the ability of the independent variable (organizational climate) to interpret the changes that occur in the dependent variable (functional creativity), and the value of the effect size (f^2) (0.235) for the independent variables in the dependent variable is greater than (0.35), it is the size of a large impact of the contribution of each independent variable.

Second: The influential relationship between professional compatibility <---job creativity.

Table (13)

Coeffi cient of deter minati on R^2	S.R.W	Impact size f^2	P value	T value	VIF	track	Matching quality Sarmar
0.381	0.617	0.616	0.000	7.954	1	Professiona l compatibili ty <---job creativity	0.064

Table (13) shows that the value of the standard of square root unified mean (SRMR) less than (0.08) and this explains that there is an acceptable match for the model to study the impact relationships between the variables studied, and the value of (VIF) (1) which is less than (5) and thus confirmation of the absence of multiple linear correlation between the independent variables, while the value of (t) (7.954) which is greater than (1.96) at a significant level of (0.05) and this indicates the significance of the correlation, and the value of the interpretation coefficient (0.381), a large value indicating the ability of the independent variable (professional compatibility) to explain the changes that occur in the dependent variable (functional creativity), and the value of the effect size (f^2) (0.617) for the independent variables in the dependent variable is greater than (0.35) is the size of a large impact of the contribution of each independent variable.

Third: The interactive impact relationship of the organizational climate variable in the relationship between professional compatibility and job creativity.

Table (13)

Coefficient of determination R^2	S.R. W	Impact size f^2	P value	T value	VI F	track	Matching quality Chi-Square
0.731	0.135	0.411	0.031	2.166	1	The interactive impact of the organizational climate	0.228

It is clear from the above table that the explanatory ability of the interaction model has reached ($R^2 = 0.731$) and this indicates that the independent variables are able through the interaction process to interpret (73%) of the changes that occur in the dependent variable, and that the calculated moral value of the interaction model reached ($P = 0.031$), which indicates the significance of the interactive model, while the role of the interaction variable in the model is represented in the regression value, which amounted to (0.135), which is a significant value because the value of (t) The calculated amounted to (2.166), which is a significant value at the level of (0.031) and the amount of impact size (f^2) introduced by the organizational climate by interacting with professional compatibility in job creativity has reached (0.411), which is a significant impact level, and this result confirms the interactive role (modified) of the organizational climate in enhancing the impact of the professional compatibility variable on the functional creativity of teachers at the level of the University of Thi-Qar.

Based on the above, it is clear that the studied individuals have a positive attitude towards the fact that there is an appropriate work environment, as it is clear that the university administration has a good focus on activities and policies that can enhance the requirements of the physical and educational environment that must be available to achieve success in its field of work despite the circumstances and the

lack of allocations towards its needs, but the current situation did not prevent it from working as much as possible to provide a work environment of acceptable quality (MAKTOOF, 2023), and that the teachers have a perception At a high level about the extent of their interest in making them feel respect and appreciation for the implementation of work requirements, so that the teachers feel that the work environment achieves a good aspect of well-being for them and represents what he planned and wished to achieve in his life, the teacher at the university has psychological reassurance that he is an influential individual in the course of the university's work, and this is confirmed by Al-Blessi, "and from the axis of achieving benefit for the organization and employees, it has been known that it is the policies, procedures and processes implemented by the organization with the aim of developing and improving the quality of career and personal life for employees. In it, which in turn reflects on the performance of the organization, and individuals positively, and thus achieve its goals and aspirations, and at the same time meet and satisfy the desires of its employees, which ensures the continuity of the success of the organization, and its immunity against many crises⁴", as well as that the teachers have a high ability to form a large and wide range of behaviors and roles in different situations for the purpose of performing work requirements, that is, teachers are not limited to practicing specific behavior with a certain pattern in dealing with situations and individuals with various names. They resort to a wide portfolio of behaviors, some of which focus on providing creative ideas and implementing them to perform the main and official tasks and others are interested in supporting the field of work through social and other aspects so that it is an obsession with excellence and creativity in the performance of functional tasks, and this is what Abu Zeid pointed out. organization",⁵ not to mention their awareness that professional compatibility is not a one-dimensional concept, but a multidisciplinary concept that embodies the nature of dealing with others within the university and the work group, as well as their satisfaction with the superiors under their supervision as well as the institution or environment in which they work, and satisfaction with their dealings with their colleagues, all of which creates a sense of satisfaction and psychological reassurance towards the completion of their work and possess determination, will and great positive effort towards the institution in

⁽⁴⁾ Al-Blessi, Osama Ziad Youssef: **Quality of Career Life and its Impact on the Job Performance of Employees** , Master's Thesis (unpublished), Islamic University, Gaza, 2012, p. 7.

Abu Zeid, Khaled Theeb Hussein: **The Impact of Organizational Power on the Job Creativity of Employees**, Master Thesis (unpublished), Department of Business Administration, College of Business, Middle East University, Amman, 2010, p. 39.

which they work. This is confirmed by "the definition of the adaptation of a person to his social environment to the problems of his social life, which are due to relations with his family and society, and the criteria of his economic, political and moral environment that affect his professional life".⁶

Conclusions and recommendations

First : Conclusions:

- 1- The respondents' results were high in terms of the organizational climate, as the teachers have a high perception of the extent of the university administration's interest in them.
- 2- The organizational climate contributes to the interpretation and enhancement of the functional creativity of the teachers at a good level.
- 3- Professional compatibility contributes to explaining changes in job creativity.

Second : Recommendations:

- 1- An invitation to the administration represented by the President of the University and the Administrative Assistant to pay more attention to the organizational climate for its essential role in promoting positive behaviors in the field of work, including the creative behavior of teachers, by focusing the appropriate organizational climate.
- 2- The importance of focusing on internal working conditions by working to establish solid rules to enhance their levels and level of work and awareness by teachers by building an organizational culture based on the development of physical and psychological work requirements.
- 3- Enhancing professional compatibility, which is one of the important indicators in the quality of performance, by finding adaptive factors for teaching with the internal and external environments.

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