

# The Leadership Behavior of the Heads of the Departments of Faculties of Physical Education and Sports Science and Its Relationship to Work Stress among Teachers

<sup>1</sup> Dr. Basem Sami Shahid, <sup>2</sup> Dr. Sondus Mosa Jawad

## **Abstract**

*The research problem focuses on revealing the strength of the relationship and its direction between the leadership behavior of department heads and its relationship to work pressure among teachers in colleges of physical education and sports science that can give officials or decision-makers the ability to predict the level of work pressure. As for the aims of the research, to identify the leadership behavior of the department heads in the Faculties of Physical Education and Sports Science from the viewpoint of the teachers. Knowing the level of work stress among teachers. The two researchers used the descriptive method in the analytical method to suit the nature and nature of the research problem. The research sample included faculty members in some colleges of physical education and Iraqi sports and the number was (150). A scale that includes two tools, the first to measure leadership behavior, and the second to measure pressure, as the two researchers followed the following procedures: reviewing the literature and previous studies that dealt with the issue of leadership behavior and work pressure. The researchers have concluded the results of the study, which emphasized the measures of the relationship between the pattern of leadership behavior and the level of work stress and recommended that appropriate measures be taken in colleges of physical education and sports science to motivate department heads to rely on modern methods of leadership and management of departments such as setting up training workshops for them in consulting offices.*

**Keywords:** Leadership Behavior of the Heads, Departments of Faculties of Physical Education, Sports Science and Its Relationship to Work Stress among Teachers

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## **Introduction and the Importance of Research**

The colleges of physical education and sports science are a center of science, thought and knowledge, and the university must have an administrative body that has the elements of successful leadership that achieve colleges for their goals, and there is no dispute that the behavior of the leader has the effect on worsening the relationship between the president and subordinates, which may be reflected in production or work and maybe a reason for Leaking of workers or a decrease in their efficiency, in addition to the volatility of the mood of the leadership official and its weak efficiency threaten the psychological and social stability of workers, which causes them frustration and psychological disturbance, and educational institutions strive to pay attention to the categories of teachers because of this category of major repercussions for the educational process, and this must follow methods and strategies that reduce disturbances And psychological pressures placed on them in the work environment in particular.

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<sup>1</sup> College of Physical Education and Sports Science, Dhi Qar University, Iraq.

<sup>2</sup> College of Physical Education and Sports Science for Girls, Baghdad University, Iraq [basemsport521@gmail.com](mailto:basemsport521@gmail.com)

The importance of the study emerges in determining the importance of work pressures among the teachers and facing these pressures. The study works to benefit from the results and how to face the work pressure of the teachers in the colleges of physical education and sports science in an effort to increase and improve the job performance of workers and improve it.

### **Research Problem**

The research problem focuses on revealing the strength of the relationship and its direction between the leadership behavior of department heads and its relationship to work pressure among teachers in colleges of physical education and sports science that can give officials or decision-makers the ability to predict the level of work pressure

### **Research Aims**

1. Identify the leadership behavior of department heads in the Faculties of Physical Education and Sports Science from the viewpoint of the teachers.
2. Knowing the level of work stress among teachers.
1. Identify the relationship between the two patterns of leadership behavior and work pressure depending on the type of pattern

## **Chapter Two**

### **2. Research Methodology and Procedures**

**2-1 Research Methodology:** The two researchers used the descriptive approach in an analytical method to suit the nature and nature of the research problem.

**2-2 Society and sample of the research:** The research sample included faculty members in some colleges of physical education and sports science of Iraq, and the number (150) was the exploratory experiment with sample (10) and sample preparation (60) and sample application (80).

**2-3 Research tools:** The two researchers performed a number scale that includes two tools, the first to measure leadership behavior, and the second to measure pressure, as the two researchers followed the following procedures:

Examination of the literature and previous studies that dealt with the issue of leadership behavior and work pressure. Exploratory questionnaire numbers for the scale were directed to a number of teachers in the colleges of physical education and sports science. The following open questions include:

(What are the tasks of the department head, what are the required characteristics of the department head, what are the characteristics of the relations between the department head and the teaching staff?)

In light of the previous steps, it was possible to formulate the paragraphs of the current research tools (the scale) in its primary form, and the two researchers prepared the paragraphs of the scale, which includes two tools, the first contains (20) items to measure the areas of (leadership behavior interested in work, leadership behavior interested in workers) (20) In the style of positions that express a performance position, the department head may take it and the idea of the positions is derived from some of the duties approved centrally by the university. Each position follows two alternatives, one of which refers to the pattern (A) is interest in work and the second (B) attention to workers and put in front of each alternative handed a triple answer Gradually, as well as the two researchers' knowledge of some measures that measure leadership behavior and are based on some studies such as (Hariri 2004). As for the work pressure gauge, the gauge paragraphs were formulated in a scientific and methodological way, as I looked at the work pressure with a holistic view and put in front of each alternative a ladder of three-step alternatives, in addition to informing the two researchers of some of the measures. Leadership behavior and work pressure in terms of linguistic formulation, scientific accuracy, and clarity, and in the light of their observations on a number of paragraphs of the first tool, some linguistic formulations that all of the experts were amended were modified. As for the second tool, no notes were received by experts

### **4.2 Scientific foundations**

#### 4.2.1 Honesty

Virtual honesty: Known apparent honesty is the extent to which the test is measured for the purpose for which it was apparently developed (Azzawi, 2008: 194) and it is one of the most reliable types of dependence in this field is apparent honesty. The researchers presented the scale to a number of experts with expertise and specialization in Sports Administration, as they numbered (7) experts, and he mentioned the instructions on the scale in order to help experts respond to the paragraphs of the scale and asked them to determine the degree of correlation of the paragraph with its areas of leadership behavior ((leadership behavior interested in work, leadership behavior interested in workers) and give an opinion on the paragraphs of the scale and its validity In the representation of the tool and asked them to amend, add and delete as they see it appropriate and contribute to the enrichment of the research.

Analyzing the tool's repetitions in its primary form: The researchers adopted the first tool for the areas of leadership behavior to test the Chi square at the level of significance (5,.) To extract the validity of all paragraphs of the tool according to the answers of the arbitrators to determine the validity of the paragraph, as the paragraph is considered true if the value of the paragraphs indicating Statistically greater than (3.84) it was found that the (20) paragraphs in their fields obtained the approval of expert opinions, and the value of the calculated square of Kay was greater than the indexed Kay which amounted to (3.84) at the level of significance (0.05), and no paragraphs were added or deleted except Some of the amendments referred to by the experts made by the researchers, and accordingly the first tool was finalized so that all of its paragraphs are a function of any sincere, and after this procedure (20) paragraphs of the leadership behavior scale were obtained, as well as with regard to the second tool the work pressure was the value of the calculated Kay square was greater than Kay table and amounting to (3.84) at the level of significance (0.05) research all paragraphs were adopted

#### 2-4-2 Validity of the construction:

The total score of the scale or pattern of the scale is considered to be instantaneous standard measurements by correlating the scores of individuals on the paragraphs of the scale and therefore the correlation of the degree of the paragraph with the total score means that the paragraph measures the same concept that the total degree measures and in light of this Indicator Paragraphs that showed correlation coefficients have structural validity (Al-Jizani, 2007: 82). The research promised a constructive validation according to this indicator, and this type of honesty has been achieved through the use of the Pearson correlation coefficient. (58) Because the tabular value (2.042), as it was found that all paragraphs have a significant significance for the first two tools of the scale.

#### 2-5 Reliability:

The researchers used the Alvrnkbnach method to measure the stability of the instrument (the scale) to verify the stability of the areas of organizational communication for the first tool and the administrative patterns of the second tool. Consistency has been measured by the concept of internal consistency, which means the internal consistency of the instrument's paragraphs for identification. For this purpose, this equation is used because it is one of the methods approved by many researchers in this field (Salahuddin, 2000: 166) as in the table below.

**Table (1) the coefficients of the alphakronbach method were measured for two scales**

The coefficient of persistence by the method of alfacronbach	Scale
0.91	Leadership behavior
0.83	work stress

**Scale Correction:** The Likert Triple Scale for Correction with Scale Weights (1, 2 and 3) was identified for two scales.

**Exploratory experiment:** The two researchers conducted an exploratory experiment on a sample outside the research sample, numbering (10) from both studies. **Main experiments:** After the two tools are ready for application, the main experiment was applied to the research sample (80) of the two studies.

**Statistical means:** The researchers used the statistical right to social sciences Spss

**Discuss the results:** The first objective: To identify the leadership behavior prevailing among the department heads in the colleges of physical education and sports science from the viewpoint of the teachers.

**Table (2) Distribution of the members of the main sample according to the two types of leadership behavior**

The ratio	Number	
63%	50	Style (a)
37%	30	Style (b)
100%	80	Total

Type A means business. Type B is the employee in question.

Table (2) summarizes that Type A is the prevailing behavior among the heads of departments in the Faculties of Physical Education and Sports Science and the reason to follow the followers of the departments that follow the behavior concerned with work is that some teachers need direct supervision in order not to neglect the work and achieve the desired goals and that some do not respond Positive for Human Relations Behavior) This value is derived from the results of (Hariri 2004) that the leadership behavior of department heads is work-related behavior.

**The second goal: to identify the work pressure of the teachers:**

Low = Medium - one standard deviation

Intermediate level = arithmetic mean

Higher level = and standard + standard deviation

And when distributed in the form of hundreds of degrees as shown in a table (3)

**Table (3) the distribution of the sample population at work stress levels**

The ratio	Number	category	level
25%	20	30-55	Low
12%	10	56	Average
63%	50	57-90	Loud
100%	80	-	Total

It was found that (63%) of the main sample suffers from work pressure at a high level and this result is associated with the result of the first goal, as (63%) of the sample members classified their department heads of type (A), which means work often and reduces their interest in workers, which increases the pressures To explain this, that instructions and threaten punishment generate a sense of discontent, anxiety and pressure among those who follow, and that

continuous interference with his intolerance, accomplishing the work for its subtle details, raises the discontent of the workers 2003) The third goal: to identify the relationship between the two patterns of leadership behavior and work pressure depending on the type of pattern

**Table (4) 4Results of testing differences between correlation coefficients**

Z score	Standard value	Correlation coefficient	variable
2.179	0.466	0.424	Relationship pattern a
	0.197	0.189	Relationship to pattern b

To test the difference in the relationship between stress and behavior according to the pattern of behavior as shown in Table (4), the two researchers used the Fisher test, as the correlation coefficient was converted to the z-normative value when applying the z-test, showing that the calculated value (2.267) is greater than the tabular value (1,96). The difference is significant and in favor of type (a) type concerned with work) we conclude that the leadership behavior of type (A) leads to high work pressure for both teachers

### Conclusions and Recommendations

#### Conclusions

1. The uniformity of the answer in the two scales from the teachers themselves gave a kind of consistency between the two answers.
2. There are intermediate variables that seem to have affected the results of the study, including the professional affiliation of the teacher and the motivation towards work.
3. The results of the study emphasized the measures of the relationship between the pattern of leadership behavior and the level of work stress.

#### Recommendations

1. Activating the controls and standards on which the department heads are chosen, making them subject to teaching courses and theoretical and scientific tests, especially in the field of leadership and management.
2. Take appropriate measures in the colleges of physical education and sports science to motivate department heads to rely on modern methods in leading and managing departments such as setting up training workshops for them in consulting offices.
3. Encouraging department heads to adopt the work method as an integrated approach, by distributing the administrative tasks in the department to the teachers and delegating some powers to them.

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