

# The role of the organizational force of deans of physical education and sports sciences colleges in Iraqi universities from the point of view of teaching

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## 1- The introduction and the concern of the research:

The faculties of physical and sports sciences witnessed a remarkable expansion in Iraqi universities as a result of following the method of development and development of practical aspects in the plans and programs of ministries as well as as the result of the expansion of the admission of students and disciplines required to reach the promotion of the qualified human element as one of the most important elements of construction and sophistication by looking at the college as a collective effort to achieve a common goal, which makes the need for business guidance and the provision of services to be cared for and the development of plans and programs necessary to achieve this goal from here The role of deanship in the college is represented by the person of the Dean as a key source in the process of leadership and implementation of programs and plays a key role in all the skills that accompany the organizational and administrative work as well as the method of management activities and follow-up the relationship between the existing joints as well as note the relationship with the external environment as one of the important tributaries of the requirements of work and this requires that there be factors that are outrageous to contribute to the process of developing plans and programs and be A sustainable base in the work by noting and following up all the directives and instructions issued and the extent to which the workers are committed to implementing them according to what is required and this highlights the role of concepts that accompany the administrative work, especially for the main leaders as the key leader in the process of leadership and implementation, including the concept of organizational power, which is considered an administrative concept that enhances the position of the main leaders by studying the place of strength and injustice in the work and diagnosing their knowledge in order to address them and reach a kind of adaptation to all directions and instructions Issued through the follow-up and use of the principle of participatory relationship in the work as well as the use of the principle of reward and punishment has an impact on the development of incentives among workers, especially as we are witnessing a kind of development at all levels of the provision of modern means of communication that enriched scientific experiments provides them with information that leads to the development of methods of work and hence comes importance through:

1. Focusing research on the concept of organizational power and its role in the development of administrative work
2. The role played by the Dean through the organizing force for follow-up and implementation
3. Come up with guidance to achieve the concept of organizational power and its role in the development of work

2. Search problem:

The organizational force has become the subject of the attention of the active institutions in the Gant higher education, which has made it a place in the decision-making process as it contributes to the development of aspects of administrative and organizational work, which generates results in the work of administrative joints in colleges and as a result of the stagnation that has plagued aspects of administrative and organizational work during this period, thus becoming urgently needed to draw sufficient attention from the institutions concerned for the organizational force because of its impact on the atmosphere of administrative and organizational work in Higher education institutions and therefore the ability to address the shortcomings of the work hence the problem of researching the shortcomings in the use of organizational force in the form of leadership and management sufficiently to follow up the capabilities of the employees of the institution and raises the following questions:

1. Is there a role for the official force in aspects of administrative work?
2. Is there a role for equivalent force in aspects of administrative work
3. Is there a role for good force in aspects of administrative work?

3. Search objectives:

1. Building the regulatory strength scale
2. Learn about organizational power through

1. Official force
2. Equivalent force
3. Strength experience

3. Search areas

Spatial: Faculties of Physical Education and Sports Sciences

Temporal: 23/ 2 / 2020

Human: Teaching faculties of physical education and sports in the central region

Defining terms

1- Organizational power: is the ability of a person or department to influence individuals in order to achieve desirable results<sup>(1)</sup>

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2. The power of the equivalent: the ability produced from power to reward others

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<sup>1</sup> (1) (2) (3) One source aft,RL(2001).organization the ary and design )4theed) usa Associates . Inc )

3. Strength of experience: the power that is formed by special knowledge or skill by followers
- 4- Official power: the ability of the individual to influence others by virtue of his or her job<sup>02</sup>

Research approach and its maidadic procedures

**3.1 Research method:**For the purposes of data analysis and study information,the researcher relied on the use of the descriptive exclusion method to suit the nature of the research to collect and analyze data by producing logical results to show the importanceof organizational power

### 3.2. Research society and its eyes

3.2.1 Research community: The research community included faculty staff.

3.2.2 Research sample: A random sample represented by the middle school community and the schedules (1) was selected because of the distribution of the research sample.

to	Universit y	College	Research Complex Number of Teaching	Reconnai ssance sample	Building sample	Ratio
1	Baghdad	Physical Education	238		40	25% of the total research communi ty
2	Al , Qayyat	Physical Education	65		15	
3	Diyala	Physical Education	95	15	30	
4	Babylon	Basic education	64		20	
5	Al , Mustansiri yah	Basic education	49		15	
6	Al, Anbar	Education	38		10	
7	Salads	Education	55		20	
Total			604		150	

### 3.3Scale-building puppies

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<sup>2</sup> - Good Dose 2006 Organization Design: Structure Regulatory and Action Procedures i2, Amman, Al Hamid Publishing House, p. 153

3.1 The purpose of building the scale is one of the main steps that produce the construction of the scale, as Mohamed Nasreddine points out: there are a set of basic steps that can be followed when building a choice or scale.<sup>3</sup>

3.2 Identifying the phenomenon to be measured is the definition of the concept of organizational power that has made it clear and understandable by considerations of organizational power as one of the important elements in the administrative work, which gives a clear development to the administrative leadership in order to implement it and administrative work and its concept was determined after accessing the relevant sources and references

3.3 Identifying the areas and phrases of the scale after reviewing the criteria and consulting two expert numbers and through face-to-face meetings, the areas of the scale have been identified the concept of organizational power that regulates

1. Official force

2. The Ryassi Force

3- The strength of experience to consider these are the most important components of the organizational force, which contributes to the consolidation of this concept and its strength in administrative work, and after the areas of the scale were identified and after looking at the sources and references were determined paragraphs of the scale by the fact () period for each field and the researcher adopted the method of Lekred to build plugs and it is similar to the method of choice of multiple which is a common method of measurement and research as the researcher regrets the improvement in a stop that requires him to identify a side by choosing an alternative among the alternatives For different weights<sup>4</sup>

The expert opinion poll showed the skills and paragraphs of an urgent scale in the initial form on a set of opinions for the purpose of judging the observation and suitability of the curriculum for organizational power and to analyze the opinions of experts and used the researcher test (t) as each paragraph is valid when the value of the provision attributed moral at fault (.5) and the degree of freedom (1) which corresponds to the approval of (25) experts and 100% and as in table (2)

Table (2)

Shows the ratio of expert agreement on scale headquarters

to	Domain No.	Number of paragraphs	Experts		Calculated value	Scheduling	Significance
			Ok	I don't agree.			
1	Official Force		25	zero	25	3.84	D

<sup>3</sup> - Mohammed Hassan Allawi. Scientific research in the education of sports understandable. Arab Thought House 1999 p. 129

<sup>4</sup> - Wajih Mahjoub. Methods of scientific research and methods i2 Mosul Book House for printing and research 1988 p. 417

2	Equivalent force		25	zero	25		D
3	Strength of experience		25	zero	25		D

The researcher has adopted from the formula of the five-measure alternatives (I strongly agree, I do not agree, I agree to, I agree strongly) 3-4 reconnaissance experiment prepares the researcher to conduct the reconnaissance experiment in order to identify the approval of the answer and the circumstances that correspond to your process of applying the scale under the reconnaissance experiment on 22 February 2020 and the in-kind randomly selected the characteristics of the thermometer of the scale.

### 3.4 Reconnaissance experiment:

The survey experiment aimed to know the clarity of the paragraphs measure in terms of wording, meaning, extent of the two groups' approach to answer alternatives and how to answer to the scale, and to achieve this, the measure was applied to a sample of (15) members of the teaching faculty at Diyala University.

1- Analysis of the paragraphs of the scale:

#### 1.1 Peripheral groups (discriminatory capacity):

To detect the discriminatory ability of the paragraphs of the scale (organizational strength) the method of the two peripheral groups was used, as this method is an appropriate method for distinguishing paragraphs, and the researcher verified the ability of the paragraph to distinguish using this method through the sample of statistical analysis (156), and to calculate the discriminatory ability of paragraphs followed the following steps:

1. The sample answer scores are arranged on the scale from the highest to the lowest.
2. The appointment of 27% of the forms with higher grades and 27% of the forms with the lower grades, and the exclusion of the average (46%), "the research of Mehrens and Lehman (1973) and Kelly (1939) confirmed that the adoption of the ratio (27%) gives size and differentiation"<sup>5(2)</sup>.
3. Calculating the criteria for each of the 17 paragraphs of the scale used the **t-test** for two separate samples by the statistical bag of social sciences (**spss**) and the T value was statistically indicative of the discrimination of the vertebrae, and table (1) showing the test results for all paragraphs.

**Table (3)**  
**Shows the arithmetic medium and standard deviation of the upper and lower groups and the T value**  
**And the calculated T value and its significance in the account of the discriminatory power of the measure of organizational power**

<sup>5 (2)</sup> Safwat vulva: Psychological measurement I1, Cairo, Arab Thought House, 1980, p. 149.

	Lower group		Upper Group			
Parag raph No.	Q-	on	Q-	on	Calculated tvalue	The power of the discriminatory paragraph
1	2.02	1.14	4.53	0.75	11.696	Moral
2	2.02	1.22	4.40	0.87	5.108	Moral
3	2.10	1.25	3.38	1.17	4.790	Moral
4	2.21	1.16	3.25	1.24	3.917	Moral
5	2.21	1.16	3.30	1.11	4.321	Moral
6	2.12	1.02	3.53	1.28	5.519	Moral
7	2.14	1.26	3.48	1.09	5.119	Moral
8	2.24	1.16	3.25	1.37	3.605	Moral
9	2.14	1.17	3.28	1.11	4.604	Moral
10	2.21	1.02	3.45	1.22	4.179	Moral
11	2.19	1.23	3.03	1.35	2.925	Moral
12	2.08	1.44	3.75	1.43	5.302	Moral
13	2.33	1.39	3.95	1.38	5.287	Moral
14	2	1.43	3.93	1.49	5.964	Moral
15	2.29	1.37	3.80	1.49	4.802	Moral
16	2.07	1.39	3.80	1.40	5.618	Moral
17	2.36	1.43	3.85	1.37	4.827	Moral

From table 1 note, it shows us that the calculated T values ranged from (2,925-5,964) and that all paragraphs of the scale are moral and they are distinct because their calculated value is greater than the scheduled value of (1.96) at the degree of freedom (154) and the level of significance (0.05) accordingly has not ruled out any paragraph of the scale.

## 2 Internal consistency factor:

There are various methods for assessing the extent to which test vocabulary is distinguished, including link-based, which depends on balancing two terminal groups, which are common and easy to apply, and blocking or distinguishing link-based vocabulary known as internal consistency<sup>6(1)</sup>.

<sup>6 (1)</sup>ali Star Al-Shammari: The effect of the two methods organized and random in the development of some motor abilities and forms of correction and reduce the anxiety of the motor performance of cubs handball, master's thesis, faculty of sports education, jamBabylon, 2013, p. 75.

The internal consistency factor is used to determine the homogeneity of the vertebrae in their measurement of the behavioral phenomenon in size and the researcher has used this method to distinguish it with the following:<sup>7(2)</sup>

1. Provide us with a homogeneous measure in its paragraphs so that each paragraph measures the same behavioral dimension that measures the scale as a whole.

The distinguishing power of the paragraph is similar to the discriminatory capacity of the scale.

3- The ability to highlight the correlation between the paragraphs of the scale.

**First: - The relationship of the degree of the paragraph to the overall degree of the measure of organizational strength:**

To find this reference, the correlation factor between the score of each paragraph and the total scale of the sample of 156 and the use of SPSS was used to show us table (2) the results of the correlation factor relative to the regulatory strength measure at the degree of freedom (154) and the indication level (0.05) and when measured in the scheduled value of the link factor of (0.17) we find that all paragraphs are statistically significant, Returning to the results of the analysis of paragraphs (the distinguishing strength of paragraphs and internal consistency), the characteristic paragraphs and consistent paragraphs remain, and the scale as finalized is composed of (17) paragraphs.

**Table (4) Shows the correlation coefficients between the degree of each paragraph in the total For the regulatory strength scale and for all members of the sample**

Paragraph No.	Link coefficient	Significance	Paragraph No.	Link coefficient	Significance
1	0.52	Moral	10	0.54	Moral
2	0.52	Moral	11	0.55	Moral
3	0.50	Moral	12	0.42	Moral
4	0.55	Moral	13	0.64	Moral
5	0.47	Moral	14	0.66	Moral
6	0.52	Moral	15	0.65	Moral
7	0.61	Moral	16	0.60	Moral
8	0.57	Moral	17	0.66	Moral
9	0.44	Moral			

<sup>7 (2)</sup>Princess We're dancing. Building and codifying the psychological combustion scale of handball players, unpublished PhD thesis, Faculty of Sports Education, University of Baghdad, 2001, p. 58.

The table value (r) at the degree of freedom (154) is the level of significance (0.05) at (0.17). When comparing the values calculated by the scheduling values, we see that all paragraphs are consistent with the scale.

**ii: - The relationship of the degree of the paragraph to the degree of scope of the measure of organizational strength:**

Looking at the diversity of areas of the organizational strength measure among them, the researcher extracted the correlation between the degree of each paragraph and the overall degree of the area to which it belonged, as the total score of each of the four areas of the scale was calculated using the Pearson link coefficient and using SPSS, and the value of (r) scheduling was 0.17, while (t) its scheduling value was (1.96) and all paragraphs were found to be statistically indicative, Table 3 shows this.

**Table (5) Shows the correlation between the degree of each paragraph in each area in the overall degree For the area of the regulatory strength scale and for all members of the sample**

Domain name	Paragraph No.	Link coefficient	T.R. calculated value	Significance
Official Force	1	0,717	12,636	Moral
	2	0,719	12,712	Moral
	3	0,779	15,266	Moral
	4	0,710	12,389	Moral
	5	0,647	10,426	Moral
	6	0,669	11,060	Moral
	7	0,741	13,559	Moral
The power of the equivalent	8	0,579	8,726	Moral
	9	0,755	14,148	Moral
	10	0,780	15,316	Moral
	11	0,791	15,887	Moral
	12	0,794	16,049	Moral
Strength of experience	13	0,897	24,936	Moral
	14	0,926	30,140	Moral
	15	0,938	33,252	Moral
	16	0,941	34,169	Moral
	17	0,916	28,057	Moral

The table value (r) at the degree of freedom (154) the level of significance (0.05) was (0.17) and its scheduled value (t) at the degree of freedom (154) the level of significance (0.05) was (1.96).

**The relationship of the degree of scope to the overall degree of the measure of organizational strength:**

This type was found using the Pearson correlation factor between sample grades within each of the GJs and the overall scale grade using SPSS, and all areas were found to be statistically functioning, and table 4 shows this.

**Table (6)**  
**Shows correlation coefficients between the sum of the paragraphs of each domain and the total**

**For the regulatory strength scale and for all members of the sample**

Domain	Link coefficient value	T. R.
Official Force	0,289	3,709
The power of the equivalent	0,562	8,349
Strength of experience	0,538	7,842

Thus, there are 17 paragraphs distributed across the areas of the regulatory strength scale, which, as shown in table 7, is therefore available.

**Table #7**  
**Shows the distribution of positive and negative paragraphs on the areas of the regulatory strength measure**

to	Domain name	Number of positive paragraphs	Positive paragraph numbers	Number of negative paragraphs	Negative paragraph numbers
1	Official Force	3	6, 2, 7	4	5, 3, 1, 4
2	The power of the equivalent	3	8, 9, 10,	2	11, 12
3	Strength of experience	4	13, 14, 15, 16,	1	17
Total			10		7

**Sequometry characteristics of the regulatory strength scale:**

Building the scale requires certain standard conditions that are of great importance in confirming the safety and scientificity of this construction, and the process of preparing standards requires the availability of basic and important conditions to ensure the safety and scientificity of this measure, perhaps one of the most important of these conditions is its privilege of honesty and stability and

this is confirmed by (David F), indicating that test designers must evaluate the proof of the stability and sincerity of their tools.<sup>8(1)</sup> **The scale is true:**

Honesty is the most important factor for test quality and measurements, and the X or honest test is defined as (a test that measures accurately enough the phenomenon that is designed to measure it and does not measure anything instead or in addition).<sup>9(1)</sup> The researcher used the authenticity of the content and the validity of the hypothesis configuration to verify the authenticity of the scale.

### **Believe the content:**

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This type of honesty aims to determine the extent to which the test or the measure represents the aspects of the attribute or characteristic to be measured, and whether the test or the scale measures a specific aspect of the phenomenon or measures it all, i.e. the extent to which its content matches what it wants to measure and is used in determining the opinions of experts in the field that Sister Barr is trying to measure<sup>10(2)</sup>.

### **Virtual honesty:**

This kind of honesty was achieved when the measure of organizational strength was presented to a group of experts and specialists in the field of testing and sports management to approve the validity of his phrases and the ability of those phrases to measure the components of the behavior that they measure and their number (-) expert<sup>11(\*)</sup> and the experts gathered in their opinions on the validity of all phrases.

### **Stability of the scale:**

The stability of the test means that it is not affected by changing external factors or circumstances, indicating that the individual's response is stable no matter how circumstances change.<sup>12(2)</sup>

To verify the stability of the scale, the researcher used the half-hash method:

This method depends on the fragmentation of the required test that has to be fixed in two equal parts after applying it to one group. There are several methods for dividing the test, the first half

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<sup>8(1)</sup> Linda. L. David F, Psychology Entrance (Translation) Mr. Al-Tawab (et al.), Mars Publishing House, 1983P. 538.

<sup>9(1)</sup> chosen Mahmoud al-Imam (et al.). Calendar and measurement Baghdad, Dar al-Hikma Printing and Publishing, P.T., p. 102.

<sup>10(2)</sup> muhammad Hassan Allawi and Mohammed Nasreddine Radwan. Measurement in sports education and sports psychology Cairo, Arab Thought House, 2000, p. 258.

<sup>11(\*)</sup> Looking at the annex. (5) .

<sup>12(2)</sup> be happy Abdulrahman. Psychological measurement i1, Kuwait, Farmer's Library, 1983, p. 198.

of the test may be used against the other half, or paragraphs with individual numbers may be used against paragraphs with marital numbers.<sup>13(3)</sup>

### The main experience

After completing the measures and finding the scientific foundations for them, the main experiment was conducted on the sample of research number (146) teaching on 24 February 2020, when the forms were distributed to the research sample and asked them to answer the paragraphs of the scale and after the answer the researcher collected the forms and unloaded the data in order to conduct statistical transactions and put them in special forms and use appropriate statistical means.

### Statistical means

Statistical biota has been treated by using prefabricated statistical rhymes (spss) in accordance with the following laws

- 1- Percentage
- 2- Arithmetic medium

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- 3- Hypotheses deviation
- 4- Pearson Link Coefficient
- 5- Takronyah factories

## Presentation, analysis and discussion of results

### 4.1 Regulatory strength measure results

The results of the organizational strength measure were placed from the teachers' point of view in table 6, which shows that the levels of repetitions and percentages (zero) at a very high and high level, but at the acceptable level reached (150) one hundred and forty-six times and by 96.69%, while at a weak level the number of repetitions (5) only and a percentage of 3.30%, and did not give a very low level of zero.

**Table (8)**

Shows the levels and percentages obtained by the study sample in the measure of **organizational strength**

Levels	Very high.	High	Acceptable	weak	Very weak.	Total
Duplicate	zero	5	146	5	zero	156
Percentage	zero	3.20	93.589	3.20	zero	100%

Interpretation of the results:

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<sup>13 (3)</sup>muhammad Sobhi Hassanein. Physical abilities analysis in the fields of physical and sports education I2, Cairo, Arab Thought House, 1996, p. 193.

In view of the results of Title III, the regulatory strength measure was built through application to the research sample, thus achieving the first objective of the research objectives of building the measure of organizational strength, as the paragraphs of the scale were answered by the following types of strength and the following differences between building the measure of organizational strength

As for the second objective of the research, the statistical data of the research may build that the types of organizational power and representation

1. Al-Rasima
2. Equivalent
3. Experience

It is clear from the answer that the official force is a significant factor in the administrative work as it gives the administrative leaders represented by the Dean of the College the ability to monitor the various employees of the college as well as quotas to implement decisions through the directives issued and important things is the process of distributing responsibilities to employees as the official instructions are the lobe of a distribution so that this does not be a kind of difference of opinion. The process of devolution of powers to employees can be an important factor in the administrative work followed by the Dean to establish the principle of being able to work and one of the types of participation in the development of management methods.

In terms of the power of the equivalent

Health data may show that there is an epic need for this section, which gives a strong impetus to the concept of organizational power among the administrative leaders if the follow-up to this method of one team in the work is used and the subordinate follows the method of one team in the work if this method is used depending on the level of performance of the individuals. Imposed and rewarded if it means activating workers and stimulating their ability to accomplish tasks properly

As for the power of experience

If experience in administrative work is a sensitive and necessary factor because it works to establish the principle of work, especially since the experience and information of the Dean contributes to building strong relationships among employees, which leads to the building of strong relations among employees, which leads through the use of field experience that encourages administrative and organizational joints to develop new ideas that can contribute to the strengthening of aspects of administrative work from this it is possible to say that experience in administrative work is necessary and obligations The task that leads to the development of aspects of organizational and administrative work

In short, organizational strength models represented by the strength of official experience and reward are the basis for demonstrating the process of the concept of organizational power, which

is complementary to the other by satisfying the desires for administrative work as well as working to solve problems through field experience.

#### Conclusions:

Through the results of the research, the researcher concluded what was coming

- 1- The level of use of regulatory force was acceptable as a result of conflicting instructions and multiple decision-making decisions.
- 2- The official force is an important work in administrative work through the ability to give the ability to follow up.
- 3- There is an urgent need to use the concept of the power of reward as it gives broad impetus to organizational power.
- 4- Experience in the work is sensitive and necessary because it serves to establish the principle of work.
- 5- The management leadership's ownership of the leadership is the main factor in developing the concept of organizational power. Recommendations:
  - 1- Make the efforts required to consolidate the concept of organizational power.
  - 2- Work to motivate the administrative leaders through concepts of the necessary power to use the concepts of strength of the equivalent.
  - 3- Attention to the administrative and organizational interval through the establishment of cooperative courses to identify the necessary concepts at work.
  - 4- Adopting the measure of organizational strength by institutions and considering it as one of the contributing factors for the development of working methods.

#### Sources

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**Regulatory strength scale The organizational power of deans of the faculties of physical education and sports sciences in universities**

to	The ferry	I don't agree too much.	I don't agree.	I agree to some extent.	Agr ee	I strongl y agree.
<b>Of icial Force</b>						
1	Depends on the dean or head of the department or the employees or employees					
2	The dean uses the official authority to monitor the various staff at the college.					
3	The Dean uses his position authority to manage the speed among the employees.					
4	The dean delegates powers to the two developers.					
5	The Dean's website authorizes the use of a training authority to finish the employee's service when he makes a number of mistakes					
6	The Dean obliges staff to follow his administrative decisions based on his hierarchical position					
7	The Dean adopts his official powers to distribute jobs to employees					
<b>The power of the equivalent</b>						

1	The rewards are based on team performance and not on the performance of one individual					
2	The deanship honors the workers periodically and continuously.					
3	Workers' expectations for rewards and incentive system are consistent with what is actually applied					
4	The Deanship is keen to provide rewarding rewards to qualified employees					
5	Employees are promoted and rewarded with their performance level					
<b>Strength of experience</b>						
1	Based on his experience, the Dean advises and guides					
	employees when they have problems at work.					
2	Dean's expertise and information contribute to building strong relationships with employees					
3	The Dean uses his expertise to solve the problems faced by employees at work					
4	The Dean uses his expertise to encourage employees to work as a team					
5	the dean uses his expertise to encourage employees to come up with new ideas					