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Evaluation academic performance of physical education and sports sciences professors at the open educational college in Iraq

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Abstract

The study aimed to Build an academic career scale for professors of the Department of Physical Education and Sports Sciences in the Open Educational College in Iraq, and to identify the academic job performance of the professors of the Department of Physical Education and Sports Sciences at the Open Educational College in Iraq, the researcher has used the descriptive approach to its suitability in solving the research problem, and the research sample included the professors of the Department of Physical Education and Sports Sciences at the Open Educational College in Iraq, numbering (60) professors, The researcher conducted the main experiment for the period from 20-4-2023 to 15-1-2024, the researcher concluded the following: The academic job performance of the professors of the Department of Structural Education and Sports Sciences for the open educational colleges came to a high degree, as well as the existence of a positive moral relationship between the research variables The academic job performance of the professors of the Department of Structural Education and Sports Sciences in the open educational colleges in Iraq, and the researcher recommended the following: Circulating the results of the current study to the educational and academic institutions concerned with the work of the professors of the Department of Physical Education and Sports Sciences, And spreading academic job awareness among all professors in the open educational colleges, physical education and sports sciences in particular and presenting it to the community, and conducting many studies on evaluating academic job performance from the point of view of professors.

Keywords: Academic performance, physical education, sports sciences

1. Introduction

The progress of countries has become based on scientific knowledge and educated human resources capable of production and creativity, as this progress depends on the efficiency of faculty members in the educational institution that promotes the development process in society. Evaluation is an advanced step after measurement, as evaluation is a systematic and continuous process to collect information about the results of a process in order to make decisions based on certain criteria and considerations, evaluation is used to measure the job performance of employees by comparing actual performance with predetermined measures and standards. Faculty members constitute the main dimension in the education system and on the basis of the role they play to achieve the goals of the college, and despite the multiplicity of functions of the faculty member, which emanates mainly from the functions of the educational process, the most important of which are research, teaching and community service, the teaching function is still the most prominent function of the faculty member. The importance of evaluation appears in all institutions of different levels, specializations and field of work, as any institution is based on setting goals and having a plan to achieve them and measuring the extent to which the work that has been accomplished matches what was planned to be completed through prior planning for that and thus the existence of a process to evaluate the results to identify the extent to which those goals have been achieved. The importance of this study shows the importance of the subject itself, which is the evaluation of academic job performance and the target group, which is the category of faculty members in the Department of Physical Education and Sports Sciences in the open educational colleges in Iraq, which bears the greatest burden in achieving the goals of the college. In addition to addressing one of the topics that have not received sufficient attention at the level of our open educational colleges in Iraq, whether at the theoretical or field level, this study also contributes to the development and development of the academic

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job performance of faculty members by identifying the perceptions of faculty members working in open educational colleges in Iraq, which helps in increasing knowledge about evaluating their job performance, which in turn contributes to providing these colleges with information related to the variables of the study, as well as relying on the self-evaluation method. By surveying the opinions of faculty members about the degree of importance and practice of some aspects of academic job performance. The functions of educational institutions are represented by three main functions for the development of education, which are teaching, scientific research, and community service, where the evaluation of institutional job performance requires the evaluation of the concerned faculty members who help achieve these functions, so their evaluation is one of the necessary and important tasks that educational institutions officials must deal with, as effective evaluations of faculty members A mission for all educational institutions for the optimal performance of duties. Job performance appraisal is the process of formal evaluation of faculty members of the duties and responsibilities assigned to them, in order to improve the development of faculty members' abilities and performance in various important aspects. Academic job performance can be defined as the way in which a faculty member performs his various tasks within the college with the aim of enriching knowledge through research and transferring it through teaching. Through this definition, it can be said that academic job performance is the responsibilities of a faculty member within the lecture halls or in any educational situation or activity or mutual relations with his colleagues or superiors and students to bring about positive changes in light of the goals of his college and society.

1.1 Research Problem

Despite the increasing interest in evaluating the academic performance of faculty members in general and teaching performance in particular, the evaluation of their performance still does not receive sufficient attention in our colleges, in addition to the fact that this performance is mostly personal and according to individual jurisprudence, as it is far from objective evaluation to detect and address deficiencies, in addition to that, there is a weakness in the job performance of some faculty members and the distraction of some of them from performing some of their lectures and not attending on time. On the other hand, it is

necessary to stand on the opinions of faculty members about their performance, analyze them and identify the problems they face in order to provide appropriate solutions to them, so the evaluation of job performance is often not given the required attention by faculty members in open educational colleges, perhaps due to the prevailing culture in our educational society.

1.2 Research Objectives

1. Building an academic career scale for professors of the Department of Physical Education and Sports Sciences at the Open Educational College in Iraq.
2. Identifying the academic job performance of the professors of the Department of Physical Education and Sports Sciences at the Open Educational College in Iraq.

1.3 Research Hypothesis: Are there statistically significant differences between the degree of the academic job performance scale for the professors of the Department of Physical Education and Sports Sciences at the Open Educational College in Iraq?

1.4 Research Fields

1. **Human field:** Teaching the Department of Physical Education and Sports Sciences at the Open Educational College in Iraq.
2. **Spatial field:** Open Educational Colleges in Iraq.
3. **Time range:** From 19/1/2024 to 20/4/2024.

2. Research Methodology and Field Procedures

2.1 Research Methodology

The researcher relied on the approach that suits the nature of the problem studied, so the researcher used the descriptive approach in the style of survey studies.

2.2 Research Community and Sample

Through the reality of the research problem, the research community was determined by the professors of the Department of Physical Education and Sports Sciences of the open educational colleges in Iraq, who numbered (75) teachers, while the study sample (construction sample) included (75) teaching and the application sample was (60) after extracting the number of members of the exploratory sample (15) teaching from the basic sample. As shown in the table.

Table 1: Shows research community, samples, and percentages

Details	Community	Construction Sample	Application Sample	Exploratory Sample
No.	75	60	60	15
Percentages	100%	80%	80%	20%

2.3 Methods Used In Research

They are all the means and tools used by the researcher and included.

- Questionnaire.
- Sources and references.
- Communication Information Network.

2.4 Field Procedures

2.4.1 Scale Design Procedures

The design of the scale begins with identifying its areas, which constitute the first steps necessary to prepare it, and

due to the lack of an appropriate tool for measurement, the researcher relied on the scale prepared by (Jamil Hamid Kazim: 2018), which consists of 27 items distributed over four areas: (lesson management and includes 10 paragraphs, extracurricular activities and includes 5 paragraphs, academic relations and includes 7 paragraphs, compliance with regulations and regulations and includes 5 paragraphs), as for the answer alternatives, the researcher relied on the triple Likert scale with alternatives The answer is (always, sometimes, never) The total degree of the scale was 81 and the minimum degree was 27, as the researcher prepared a questionnaire and adapted the paragraphs of the original

scale to suit and commensurate with the objective of the study and the nature of the sample and the formations of the institution, and presented to the gentlemen and specialists arbitrators in the field of sports management and teaching methods, measurement and evaluation in order to determine the proposed field of the questionnaire, and after reviewing the opinions of the arbitrators, the percentage was extracted as a means of obtaining their agreement on the validity of the fields, where the experts agreed on the field by more than (75%), as shown in Table (2).

Table 2: Shows the ratios of the arbitrators' agreement on the validity of the scope of the job performance appraisal scale

Axles	Agreement Ratio	decision
Academic Performance Evaluation	75%	Fit

2.4.2 Formulation of paragraphs specific to the scope of the scale

After reviewing the previous studies and sources, the researcher formulated the paragraphs of the job performance evaluation questionnaire, as the number of paragraphs reached (27) paragraphs, where the researcher used the triple alternatives to answer are (yes, sometimes, no) that carry weights (1, 2, 3) respectively. Then the questionnaire was presented in its initial form to the experts named in Appendix (1), as they were asked to indicate the validity of the paragraphs, and their suitability for the field attributed to them, with the addition, deletion or modification of what they deem appropriate, and after taking their opinions, their responses were analyzed using percentages as a statistical means to find the percentage of agreement of the arbitrators for each paragraph of the questionnaire, and the researcher has adopted a percentage of (75%) as a minimum to accept the paragraphs, and Bloom points out that "the researcher must obtain a percentage of agreement (75%) or more. From expert estimates" (Bloom *et al.*, 1986, p. 126). The wording of some paragraphs was modified, so that the questionnaire consists of (27) items.

2.4.3 The first experiment (exploratory experiment of the study scale)

After the scale became ready for application, the researcher conducted the exploratory experiment before the final application of the research on a sample consisting of (15) teachers in the period from 3-6/3/2024 for the purpose of preparing the success factors for the application of the first exploratory experiment on the research sample and ensuring their understanding of the paragraphs of the scale and

avoiding any errors or difficulties they face when applying during the main test of the research and as shown below:

- Identify the number and potential of the assistant staff.
- Identify obstacles and errors.
- Identify the ability of the sample members to answer the paragraphs of the scale.

2.4.4 The second experiment (construction experience of the study scale)

For the purpose of completing the procedures for building the academic job performance evaluation scale, the paragraphs were analyzed statistically to ensure the validity of the scale and extract the scientific foundations such as discriminatory power and internal consistency of the paragraphs of the scale, and to achieve this, the researcher conducted the second experiment (construction experiment) for the period from 9/2/2024 to 19/2/2024, in which the scale was applied to the construction sample, amounting to (75) teaching, and after completing the process of distributing and answering the scale forms, they were collected and audited to ensure that they were answered in the correct manner required to conduct the analysis process. Statistical.

2.4.5 Statistical analysis of scale items

The statistical analysis of the paragraphs of the scale is one of the necessary and important requirements in the construction of scales, as the statistical analysis aims to calculate the internal consistency and discriminatory ability of the scale, the discrimination indicator helps determine the ability to distinguish between paragraphs with lower and upper levels, i.e. the ability to distinguish between the level of differences for each paragraph of the scale. (Musa Nabhan, 2014: p. 195) ^[15]. The researcher unloaded the data after conducting the process of correcting the forms of the scale (evaluation of academic job performance) by following the following procedures.

2.4.5.1 The discriminatory power of the paragraphs of the scale

The application of the (t.test) test for independent samples was relied on on the upper and lower groups of the scale (academic performance evaluation), as the number of forms was (75) distributed form, and it was found that all paragraphs of the scale are distinctive (significant) at the level of significance (0.05) and the degree of freedom (38) where the value of t is equal to (2.158) and the level of error (0.00).

Table 3: Shows the means and standard deviation of the upper and lower limits of the terminal sets

No.	Maximum 27%		Minimum 27%		Calculated T-value (*)	Significance	Significance level
	M.	St.d	M.	St.d			
1.	2.666	0.480	2.222	0.846	2.371	0.003	Sig.
2.	2.444	0.751	1.925	0.828.0	2.409	a0.012	Sig.
3.	3.000	0.000	2.481	0.7000	3.849	0.001	Sig.
4.	2.814	0.557	2.296	0.823	2.710	0.011	Sig.
5.	2.481	0.893	1.888	1.012	2.280	0.035	Sig.
6.	2.963	0.192	2.222	0.577	6.325	0.000	Sig.
7.	2.629	0.741	2.111	0.800	2.469	0.002	Sig.
8.	3.000	0.000	3.000	0.000	3.309	0.001	Sig.
9.	2.742	0.443	2.200	0.900	3.198	0.001	Sig.
10.	3.000	0.000	2.481	0.802	4.019	0.000	Sig.
11.	2.925	0.266	2.740	0.446	3.358	0.001	Sig.
12.	2.814	0.395	2.592	0.500	2.229	0.002	Sig.

13.	2.851	0.533	2.814	0.395	3.854	0.001	Sig.
14.	2.592	0.500	2.259	0.594	3.403	0.001	Sig.
15.	2.777	0.640	2.000	1.000	5.157	0.000	Sig.
16.	2.666	0.620	2.518	0.752	4.184	0.000	Sig.
17.	2.888	0.423	2.703	0.465	4.841	0.000	Sig.
18.	2.888	0.320	2.185	0.878	2.176	0.002	Sig.
19.	2.826	0.452	2.342	0.872	2.923	0.011	Sig.
20.	2.200	0.933	1.685	0.758	2.531	0.010	Sig.
21.	2.657	0.539	2.028	0.785	3.930	0.001	Sig.
22.	2.600	0.650	2.028	0.875	3.142	0.001	Sig.
23.	2.857	0.429	2.200	0.933	3.748	0.001	Sig.
24.	2.524	0.700	2.000	0.840	2.936	0.002	Sig.
25.	2.885	0.320	2.275	0.780	4.405	0.000	Sig.
26.	2.371	0.843	1.914	0.886	2.210	0.031	Sig.
27.	2.771	0.490	2.057	0.838	4.352	0.000	Sig.

2.4.5.2 Internal consistency

2.4.5.2.1 The relationship of the paragraph to the field to which it belongs and the relationship of the paragraph to the total score of the academic job performance evaluation scales

The researcher used Pearson's correlation coefficient to extract the correlation between the degree of each paragraph and the total degree of the field to which it belongs, as well

as extracting the correlation between the degree of each paragraph with the total degree of the scale for the members of the research sample, which numbered (60) teaching and it was found that all paragraphs of the scale are significant as the value of the error level for all values is smaller than the value of the significance level less than (0.05) and Table (4) shows that.

Table 4: Shows the correlation coefficient between the relationship of the degree of the paragraph and the total score of the total sum of the field and the scale

No.	Paragraph link to field	Sig. value	Sig. level	No.	Paragraph link to scale	Confidence level below (0.05)	Sig. level
1.	0.499	0.000	Sig.	1.	0.472	0.000	Sig.
2.	0.468	0.000	Sig.	2.	0.351	0.00	Sig.
3.	0.393	0.000	Sig.	3.	0.293	0.003	Sig.
4.	0.592	0.000	Sig.	4.	0.523	0.000	Sig.
5.	0.439	0.000	Sig.	5.	0.458	0.000	Sig.
6.	0.558	0.000	Sig.	6.	0.388	0.002	Sig.
7.	0.613	0.000	Sig.	7.	0.596	0.000	Sig.
8.	0.457	0.000	Sig.	8.	0.444	0.002	Sig.
9.	0.514	0.000	Sig.	9.	0.527	0.000	Sig.
10.	0.476	0.000	Sig.	10.	0.283	0.00	Sig.
11.	0.632	0.000	Sig.	11.	0.357	0.000	Sig.
12.	0.517	0.000	Sig.	12.	0.495	0.000	Sig.
13.	0.569	0.000	Sig.	13.	0.451	0.000	Sig.
14.	0.475	0.000	Sig.	14.	0.505	0.000	Sig.
15.	0.505	0.000	Sig.	15.	0.383	0.00	Sig.
16.	0.439	0.000	Sig.	16.	0.252	0.003	Sig.
17.	0.362	0.000	Sig.	17.	0.319	0.002	Sig.
18.	0.570	0.000	ig.	18.	0.455	0.001	Sig.
19.	0.653	0.000	Sig.	19.	0.474	0.000	Sig.
20.	0.577	0.000	Sig.	20.	0.437	0.000	Sig.
22.	0.673	0.000	Sig.	22.	0.349	0.000	Sig.
23.	0.588	0.000	Sig.	23.	0.656	0.000	Sig.
24.	0.660	0.000	Sig.	24.	0.400	0.000	Sig.
25.	0.636	0.000	Sig.	25.	0.375	0.004	Sig.

2.4.5.2.2 Correlation coefficient of subdomain scores with the overall score of the scale

To show the correlation coefficient of the sub-domains scores with the total degree of the study scale, it may be

found that all the correlation coefficients of the sub-domains with the total degree are statistically significant at a level of significance less than (0.05) and a degree of freedom (59) as shown in Table (5).

Table 5: Shows the correlation between the scores of the study scale domains and the overall score of the scale and the value of (t)

No.	Statistical milestones	Correlation coefficient	Sig. value	Sig. level
1.	Class management	0.712	0.000	Sig.
2.	Academic Relations	0.665	0.000	Sig.
3.	Extra-curricular Activities	0.607	0.000	Sig.
4.	Compliance with regulations and laws	0.626	0.000	Sig.

2.4.6 Psychometric characteristics of the scale:

One of the basic requirements is to verify the standard characteristics of the scales, as the properties of honesty and stability are one of the most important characteristics that give the scales another indicator of accuracy, so the efforts of those interested in standards have recently tended to increase their accuracy and paragraphs and in measuring what they were developed for and conducting the measurement process with the least possible errors. (Mohamed Abdel Majeed, 1999, 36)^[13].

2.4.6.1 Honesty:

2.4.6.1.1 Apparent honesty:

The test is honest if its appearance indicates that it is an honest test, such as that its form is reasonable and its paragraphs indicate its association with measured behavior, which is not a real honesty as indicated by most studies and research, but it is a formal honesty. The apparent validity of the scale has been verified by presenting its fields, paragraphs and correction key to a group of experts and specialists (Appendix 1) to determine its validity. (Hisham Hindawi, 2021: p. 58)^[16].

2.4.6.1.2 Authenticity of construction

The ability of the paragraphs of the scale to distinguish between the paragraphs with upper and lower levels is evidence of the sincerity of the construction has verified the researchers of this by calculating the discriminatory ability of the paragraphs of the scale using the two peripheral groups as well as the sincerity of the internal consistency of the scale as shown in the table above.

2.4.6.2 Stability

Consistency is one of the basic concepts that must be available in the scales because it indicates the stability of the decision in the measurement, which means the consistency of the scores obtained by the same individuals at different

times of the procedure if applied to the same individuals under the same conditions twice. (Tayseer Mufleh Kawafha, 2005: p. 83)^[6] The stability coefficient was found on a sample consisting of (60) teaching, in two ways, the first with dissident halves, as the scale is applied once, and the individual gives one degree for all even statements, and another degree for all individual statements, then calculates the correlation coefficient between the total odd scores and the total even scores of the phrases, and accordingly the stability coefficient reached (0.89), and the second method Alfakronbach, which is used in "paragraphs of questionnaires whose answer requires choosing from multiple alternatives, with graded values (Mohamed Nasreddin, 2011: p. 40)^[14] and therefore the stability coefficient was (0.86), which is high stability.

2.4.6.1.2 Self-honesty = honesty = stability $\sqrt{}$ (Hisham Hindawi, 2021, 59)^[16].

2.4.7 Main experiment (sample application):

In order to achieve the objectives of the study and obtain data from the main study sample, the researchers applied the study scale (academic job performance) to the members of the main sample (application sample) of (60) teachers, and the scale was applied on Sunday, 19/1/2024 until Tuesday, 20/4/2024.

2.4.8 Statistical methods used in the study

The researcher relied on statistical treatments on the statistical bag for the social sciences (SPSS) to process the data.

3. Results Presentation, Analysis and Discussion

3.1 Presentation and analysis of the results of the application of the academic performance scale and discussion

Table 6: Shows statistical indicators for the areas of academic job performance scale

No.	Variables	Paragraphs Number	M.	St.d	Hy. M.	T value	Sig. value	Sig. level
1.	Class management	10	22.46	1.947	18	4.341	0.0001	Sig.
2.	Academic Relations	6	13.22	1.286	12	3.348	0.002	Sig.
3.	Extra-curricular Activities	7	17.85	1.296	14	4.468	0.000	Sig.
	Compliance with regulations and laws	5	12.14	1.748	10	3.301	0.002	Sig.
	The scale as a whole	27	65.67	5.947	54	8.28	0.000	Sig.

Through the above table, which shows that there is a significance in the measure of academic job performance and its dimensions by comparing the arithmetic averages of the responses of the sample with the hypothetical mean of it, as we find that there is superiority and in favor of the responses of the sample and through the value of SIG, which indicates the significance of the results and the researcher attributes this to the enjoyment of professors of the Department of Physical Education and Sports Sciences at the Open Educational College in the centers of Iraq to high academic job performance, This is a result of the nature of the college administration in its selection of qualified professors who hold higher degrees and academics in their field of work, which contributes to their enjoyment of high job performance through their high knowledge in lesson planning and management, as well as scientific knowledge and academic experience that contribute to highlighting and enhancing their academic job performance on the one hand,

and on the other hand, the researcher believes that the nature of the open educational college and its students, who are also a catalyst in Highlighting the academic job performance of the teacher as they are physical education teachers and have experience in this field, so it is easy to refine their talents, manage the lesson and complete the duties assigned to them, this is what expresses the academic job performance, According to what he pointed out (Khaled Al-Hiti: 2003)^[7], "performance is the individual's possession of a set of behaviors that express the success of his work in performing his duties, which include the quality of performance, good implementation and technical experience in the job, as well as the scientific possibility and effective communication between him and the rest of the members of the organization and commitment to the administrative regulations that regulate his work, and seeking to respond to them with care" (Al-Hiti, 2003: 75)^[7]. The researcher also attributes to the effectiveness of the

field (lesson management) came as a result of proper planning and successful leadership of the lesson in drawing and achieving the objectives of the lesson, as well as what the teachers in the centers have of higher certificates and accumulated experience in the field of specialization made them distinguished in the management of the lesson and their units clear, frank and indicating what the teacher has of experience and knowledge in the performance of his educational tasks will affect the raising of the efficiency of his job performance, as the successful leadership of the lesson and proper planning of educational and behavioral goals and how Directing students, investing their energies and positive interaction with the educational material contributes to increasing its professional performance. (Al-Ameri, 2014: 106) ^[2] educational by employing technology and various aids and modern in the presentation of educational material and thus contributes to raising their job performance for the cognitive side and this is what she indicated (Rawaa Al-Ameri: 2014) ^[2] whenever the teacher's performance. Khalil Mikhail pointed out, "Job performance requires the teacher to have the experience, knowledge, awareness and investment of what is available for the success of his work and job performance (Moawad, 1999: 25) ^[1]. The researcher attributes the morale of the field of extracurricular activities for teaching within the center to the effectiveness of the teacher and his belief that his duty is not limited to teaching, but also to create and highlight all his abilities and the capabilities of students through supervision or the application of a number of extracurricular activities by employing the knowledge, skills, experiences and positive psychological trends possessed by the teacher and the school towards his job performance, which makes them able to understand and realize the importance of their success in achieving the educational goals of the center to which they belong and achieve their ability to Using functional tools to become a means to raise their efficiency and productivity in order to serve the community in general and the center in particular, and this can only be done through an effective and positive communication relationship between the teacher and his students and between the teacher and his fellow students, as well as continuous participation in seminars, training courses, events and festivals held by the college in order to raise the specialized efficiency of the teacher and students,

This is confirmed by (Mudar Abdel Baqi and others: 2011) ^[3] "The modern educational system has made the teaching to limit its performance only to the presentation of scientific material only, but also to the application of a set of duties that overlap within the concept of the educational process, no matter how different the concepts of the teaching profession, it remains a decisive factor in the success of the educational process or its failure; And his ability to perform other duties assigned to him of supervising and leading in extracurricular activities and competitions that require him and the application of all his annual curriculum to participate in them to lead to the development of learners' mental, social and physical abilities in general, which earns the physical education teacher development in his competence and job performance" (Al-Baqi *et al.*, 2011: 38) ^[3] The researcher attributes the moral field (academic relations) as it is known that the teaching environment, especially in an educational environment in which the teacher is present as a student and the professor has a great impact in creating a human and social environment, which

allows in creating and strengthening human relations within his institution in an environment characterized by good educational relations and based on the principle of love, mutual respect and continuous cooperation, which are important factors in contributing, enhancing and highlighting his academic job performance and this result is consistent with the results of the study (Moller, *et al.*, 2001) ^[19] as it appeared that the modern trend of the effective educational process and the performance of the teacher helps in guiding colleagues and achieving a higher level of education through the formation of positive human relations between him and the administration and colleagues and between him and students, through his joint leadership and his active role within his institution. (Mollar, 2001) ^[19]. This result is a real indicator of the teachers' enjoyment of a high degree of discipline and respect for all regulations, laws and instructions by the teacher to achieve the success of the work of this educational institution and ensure the quality of its outputs.

4. Conclusion and Recommendations

4.1 Conclusion

In light of the results reached by the researcher, a set of the following conclusions were reached.

1. The academic performance of the professors of the Department of Structural Education and Sports Sciences of the open educational colleges came to a high degree.
2. The validity of the academic job performance measures that the researcher built in measuring the academic job performance of the professors of the Department of Structural Education and Sports Sciences in the open educational colleges in Iraq.

The existence of a positive moral relationship between the variables of research and the academic job performance of professors of the Department of Structural Education and Sports Sciences in the open educational colleges in Iraq.

4.2 Recommendations

In light of the conclusions reached by the researcher, he recommends the following.

1. Benefiting from the two academic job performance measures that the researcher built in measuring the academic job performance of the professors of the Department of Structural Education and Sports Sciences in the open educational colleges in Iraq.
2. Circulating the results of the current study to the educational and academic institutions concerned with the work of the professors of the Department of Structural Education and Sports Sciences.
3. Spreading academic job awareness among all professors in open educational colleges, physical education and sports sciences in particular and presenting it to the community.
4. Conducting many studies on evaluating academic job performance from the point of view of professors.

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