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## Administrative excellence and its relationship to the creative abilities of the colleges of physical education and sports sciences in Baghdad from the perspective of professors

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### Abstract

The research aims to identify an administrative excellence of the colleges of physical education and sports science in Baghdad from the perspective of faculty members. It also seeks to identify the relationship between excellence and the creative abilities of faculty members in the colleges of physical education and sports science in Baghdad. Our research problem focuses on the interconnection of relationships that we can benefit from in order to create a work environment saturated with creative and outstanding individuals. To address this problem, we will review relevant literature related to these variables. The descriptive approach was adopted in the manner of correlations method, using a purposive sample of (130) instructors from the colleges of physical education and sports sciences in Baghdad, specifically from the University of Baghdad (College of Physical Education and Sports Sciences) and Al-Mustansiriya University (College of Physical Education and Sports Sciences). The sample consists of instructors with various ranks and sports specializations, both male and female, for the academic year (2022/2023), and the two research tools were applied to them using the descriptive method in the manner of correlations method, and through the results of the clear administrative excellence in the academic work environment within the colleges of physical education and sports sciences. The faculty members of the colleges of physical education and sports sciences in Baghdad possess creative abilities that help them achieve the institution's goals at an average level according to the current circumstances. A positive relationship has emerged between the variables of administrative excellence and creative abilities, indicating that administrative excellence is directly and necessarily influenced by creative abilities for the development of excellence among faculty members in the colleges of physical education and sports sciences in Baghdad. It is essential to rely on teaching staff who exhibit clear and high levels of administrative excellence to enhance the work quality within the educational institution. It is necessary for deans and department heads to pay attention to faculty members with creative abilities in the colleges. It is also essential to highlight successful instructors in their work and allocate rewards for them

### Keywords

Administrative excellence, creative abilities

### Introduction:

The administrative excellence is a comprehensive approach that combines various concepts and elements, as it is based on the foundation of excellence as its primary goal. Therefore, modern institutions seek to adopt the concept of excellence. The administrative

excellence utilizes its full abilities to achieve this goal by collecting its best components and elements from faculty members, administrators, and others, and entrusting them with the reins of authority within the organization. Moreover, the establishment of well-planned and carefully

studied plans and objectives is essential for achieving them by adhering to consistent and well-defined steps, the achievement of administrative excellence is led by proficient administrators and successful faculty members. This is accomplished within a carefully studied environment characterized by a changing, evolving, and interactive economic, political, and social framework that is influenced by modern technologies that are currently being integrated into the workplace. Similarly, organizations that work based on the concept of administrative excellence derive their resources from their surroundings and export their outputs to them. The resources we possess are the students whom we aim to produce as future professors. These professors are the cornerstone of the generations that build nations. Therefore, it was necessary for this to be done under the umbrella of administrative excellence. Creative abilities are considered important characteristics among faculty members. The progress of this institution relies on the work and output of the faculty members. Creativity is the most important link in the chain of desired qualities among faculty members within an institution whose goal is to achieve significant positive mutations in work and fulfil diverse and future-oriented objectives. This makes creative abilities highly important among the qualities possessed by faculty members. However, all these features are affected by various and multiple conditions, including psychological and material factors and infrastructure, and all of this makes the teaching staff within the scope of negative influences and decreased performance as a result of the growth of one of the negative influences, and therefore the faculty member has been forced to retreat from creative thinking and a promising future outlook, and thus the decline in the production of that institution and its stability in a situation

similar to sluggish. The importance of research becomes evident in identifying the relationship between administrative excellence and creative abilities within physical education and sports science colleges. It aims to explore their mutual impact and find ways to address any issues that arise during the work period of academics, ultimately ensuring the graduation of qualified teachers across various disciplines. Every governmental or non-governmental institution faces obstacles that hinder its development and progress. In order for this institution to be well-prepared, it must possess the qualifications to create a conducive environment for organizing its affairs, and what helps in creating educators able of administrative and practical excellence. Our research problem focuses on the interconnection of relationships that we can benefit from and create a work environment enriched with creative and exceptional individuals. This can be achieved through a comprehensive review of the literature related to these variables. Therefore, it is important to reveal the extent of interrelationships within the workplace, as they have the potential to enhance efficiency and improve performance, as indicated by the results. Therefore, the researchers decided to investigate the interconnection of relationships between the variables of administrative excellence and creative abilities, which we are trying to discover the extent of their influence on each other and explore the potential utilization of this interconnection for the public interest, particularly in the field of physical education and sports science colleges.

#### **Research objectives:**

1- To identify the level of administrative excellence in physical education and sports science colleges in Baghdad from the perspective of faculty members.

2- To identify the level of creative abilities in physical education and sports science colleges in Baghdad from the perspective of faculty members.

3- To explore the relationship between excellence and creative abilities among faculty members in physical education and sports science colleges in Baghdad.

Research Fields: Human field: Faculty members at the University of Baghdad/College of Physical Education and Sports Science, Al-Mustansiriya University/College of Physical Education and Sports Science. Spatial Field: University of Baghdad/College of Physical Education and Sports Science, Al-Mustansiriya University/College of Physical Education and Sports Science. Temporal Field: From 28/5/2022 to 9/10/2022. Method and Procedures: The process of selecting the appropriate methodology for the research is considered a fundamental and important step that leads to the success of the study. It depends on the type and scope of the problem, its clarity, and the availability of authentic data and information about it, in order the researcher can distinguish it from other studied problems (10). Therefore, the researchers adopted the descriptive approach using the correlational relations, due to its suitability to the nature of the problem. The descriptive approach is defined as "a procedure for obtaining facts and data along with an analysis of how these data are connected to the study problem" (11). The term research population refers to "all the members or elements, whether they are objectives, topics, or individuals, on which the researcher seeks to generalize the results of their research" (7). So, the selection of the research population and its sample is considered one of the important matters in any scientific research. The current research population is determined

by the faculty members in physical education and sports science colleges in Baghdad (University of Baghdad, College of Physical Education and Sports Science, and Al-Mustansiriya University, College of Physical Education and Sports Science). This includes a total of (130) male and female faculty members with various academic ranks and sports specializations for the academic year 2022/2023.

### **Procedures and measurements:**

The term 'instrument' refers to the means by which the researcher collects the required data and the instruments they will use in their current research. In this case, the instrument refers to the interviews conducted by the researchers to obtain the opinions of experienced experts in order to enhance the scientific value of the research. These interviews also helped fulfil the research requirements and select the appropriate methods to reach the desired results.

- The scale of administrative excellence from the perspective of faculty members in physical education and sports science colleges.
- The scale of creative abilities.
- Arabic and foreign references and sources.
- The worldwide information network (the Internet).
- Electronic calculator of the brand (TOSHIBA) with a quantity of (1).

Achieving the objectives of this study requires the availability of two scales: administrative excellence and the creative abilities of the faculty of physical education and sports science. After the aforementioned procedures, the researchers applied the two scales from the perspective of the faculty members of the universities in Baghdad, totalling (130) faculty members. The administrative excellence scale consists of (3) items (8), and the creative abilities scale consists of (30) items distributed

over (7) categories (130) faculty members (6). This was conducted from the date of 28/5/2022 to 8/7/2022, the assistance of the research team. The data for the two scales were collected on the application sample and organized in tables in preparation for conducting the necessary statistical analyses to achieve the research objectives. The researchers used the statistical

package (SPSS), relying on the following statistical scales: the arithmetic mean, standard deviation, percentage, Spearman correlation coefficient, and coefficient of skewness.

**Results:**

**Table (1)**

shows the results of the arithmetic mean, standard deviation, hypothetical mean, and the t-value of the level of differences for the research variables

Variables	The arithmetic mean of the sample	Standard deviation	Hypothetical mean	T-value	Sig	The significance of the difference
Administrative excellence	110.38	11.754	93	16.864	0.000	Significant
Creative abilities	211.28	33.921	180	10.513	0.000	Significant

Significant at < 0.05 level and degrees of freedom (n-2) = 128.

**Table (2)**

shows the results of the arithmetic mean and the results of the correlation coefficient values

Variables	The arithmetic mean	Standard deviation	r value correlation coefficient	Sig	The significance
Administrative excellence	110.38	11.754	0.916	0.000	Significant
Creative abilities	96.45	22.944			

Significant at < 0.05 level and degrees of freedom (n-2) = 128

**Discussion:**

Based on Table (1), the level of administrative excellence and creative abilities in physical education and sports sciences colleges, from the perspective of the faculty members, is evident. It has appeared that the level of administrative excellence is considered good when ranked on multiple levels. The researchers attribute this to several factors surrounding the institution and the current circumstances, including the mechanisms and work of government institutions under the recent pandemic conditions, which have cast their shadow on them for a relatively short period. Adopting "a culture of excellence is essential to instill it within our educational institutions and among employees to inspire them to provide good

service, honesty in their work, and complete tasks efficiently" (12). The creative and excellence-driven factor has significantly influenced the work environment. However, the support provided by institutions in terms of media coverage and the utilization of creative ideas through internet platforms has further activated the workforce and created a more conducive environment for innovation. Thus, the level of creative abilities also appeared good when ranked on multiple levels of these results. The first and second objectives of the research were achieved, which are to identify the variables of the research. Through Table (2), the correlation results showed that one of the requirements of administrative work is the transition from traditional forms of leadership to

modern ones, which means replacing caution and fear with a broad understanding of matters (9). "Effective decisions made by senior leadership bring about change or development and the success of the institution in achieving its goals (14). Keeping up with developments, supporting the institution's departments through modern devices and advanced educational programs, and conducting specialized workshops to enhance the overall performance of employees are fundamental aspects of modern education and its progress. "Excellent performance is the ability of an individual or an institution to carry out required tasks with a high degree of skill, discipline, and quality" (5). The researchers attribute that "there is an urgent need for creative abilities in administrative operations to align with the developments occurring in administrative work, to find within oneself a creative leader (2)". Indeed, the deanship must be aware of the latest scientific developments related to its institution's specialization. Therefore, adopting the process of administrative excellence within the institution greatly impacts the overall work environment as it contributes to the development of the institution's competitive abilities through supporting its administrative excellence and attention to modern technology of communications and information, as educational institutions cannot achieve administrative excellence without the presence of modern communication tools to enhance their competitive abilities and ultimately reach excellence and creativity in the work environment. Excellence in performance stems from excellence in knowledge possessed by the human resources, which represent the core of the activities carried out by the institutions. "Teaching is one of the most influential pillars of the university education system, as it is the backbone of its progress. It is concerned with preparing productive cadres in various specializations and enhancing their level in an era characterized by informatization. This

necessitates universities to have distinguished faculty members who are well-prepared, competent, and possess high teaching skills" (13). The introduction of technology to effect changes in business and administrative services from traditional services to services that achieve efficiency and effectiveness for any organization is considered essential. (4). The motivation needed by individuals with creative abilities to stimulate their creativity and provide them with the time and appropriate climate to generate new ideas that contribute to the overall and specific improvement of the institution deserves attention. It impacts the performance of employees by "motivating individuals to explore their talents and creativity, boost their morale, encourage their active participation, and ensure their loyalty and commitment to achieving the organization's goals" (1). Creative abilities vary and reach the extent that the process of making the right creative decisions without hesitation, and that their availability in the administrator or the teacher means their ability to execute decisions that achieve goals. In addition to other abilities such as courage, audacity, the ability to innovate and create, and the means capable of facing problems, solving them, and making decisive actions quickly. Discovering the innovative individual is the first step in harnessing their creative potential and directing it in the right path. This process works towards developing and enhancing performance. Therefore, it becomes crucial to identify the specific abilities that characterize the creative personality. This contributes effectively to understanding the innovative individual precisely. Creative abilities in management are related to new ideas in the field of administration and product development by blending the abilities possessed by the faculty member involved in both technical and managerial tasks, and utilizing them to produce new ideas that are applicable in order to solve problems or develop a system that aligns with and efficiently achieves future goals (3). It has



become evident from the results that the spirit of sport is intertwined in the administrative process, as the faculty members are athletes themselves. Therefore, the athletic advantage predominates in terms of excellence and creative abilities. Additionally, various sciences work towards the development of sports in all its details and achieving its goals. Through these findings, the third objective of the research has been achieved.

### **Conclusions:**

#### **The researchers concluded the following:**

1. The Administrative excellence is evident in the academic work environment within physical education and sports science colleges.
2. Faculty members in physical education and sports science colleges in Baghdad possess creative abilities that enable them to achieve institutional goals at the average level according to the current circumstances
3. There is a positive relationship between the variables of administrative excellence and creative abilities, indicating that the enhancement of excellence relies on the presence of creative capabilities among faculty members in physical education and sports science colleges in Baghdad.

#### **The researchers made the following recommendations:**

1. Reliance on faculty members who have clear and high levels of administrative excellence to raise the work standards within the educational institution.
2. Attention is paid by deans and heads of departments to the faculty members with creative abilities in colleges.
3. Highlight and reward successful faculty members in their work by providing incentives and recognition.

#### **Author's declaration:**

**Conflicts of interest:** None

We confirm that all tables and figures and pictures in this article are ours and written by the researchers themselves.

**Ethical-Clearance:** this manuscript approved by local ethical committee of physical education and sport sciences college for women on (March /2023)

#### **Author's contributions:**

All contributions of this study were done by the researchers (J.R. and A.J.) who get the main idea and work on writing and concluding also with number of experts, Mohammed Jawad and Khalil Khamis in Statistics, Suaad Sebti in revision, Inaam Ghalib in translating, Mazin Hadi in proofreading

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### The scale of administrative excellence

Seq.	Items	Greatly agree	Agree	Sometimes	Rarely	Strongly Disagree
1.	The deanship does not play a fundamental role in reducing the rates of errors occurring within the institution.					
2.	The deanship has its own influence in providing the requirements for the institution and its staff.					
3.	Constructive ideas do not contribute to the selection of competent individuals for important positions within the educational institution.					
4.	The deanship possesses the strategic					

	leadership and correct vision to implement the set goals and projects.					
5.	Activate the professional ethics charter and ensure its transparent application.					
6.	The leadership does not work to support creators and impose appropriate penalties for the negligent without courtesies.					
7.	The college council relies on a clear and pre-set plan for task distribution.					
8.	The administrative processes undergo external evaluation according to educational standard specifications.					
9.	The deanship does not rely on an annual strategic plan to achieve its goals.					
10.	Monitoring and diagnosing areas for improvement and their results according to regulated mechanisms.					
11.	The slogan of excellence is a fundamental goal in the concept of daily work.					
12.	Establishing a system that ensures the quality of work within the college.					
13.	The college does not work spread its own vision, mission, and institutional values in the work environment.					
14.	Objectives are built according to quality standards and ministry requirements to meet work demands.					
15.	The efforts achieve distinguished and unique results that the educational institution takes pride in.					
16.	Our institution has an educational level that includes it within the global scientific community and among reputable levels.					
17.	The deanship does not carefully the results and works on directing staff towards continuous improvement.					
18.	The deanship does not adopt quality evaluation standards to know the level of results obtained.					
19.	The deanship depends on creative faculty members to accomplish difficult tasks.					
20.	The deanship is keen on providing an environment that contributes to raising the level of creativity among the faculty members.					
21.	The deanship does not work on preparing development workshops for various modern and crucial topics.					
22.	According to the Business Process Reengineering, which means making changes to administrative processes and reshaping them, the deanship accepts the constructive new ideas of the faculty member.					
23.	The use of modern methods in implementing functional ideas within the college is not taken					



	into consideration.					
24.	The deanship rewards creative faculty members through letters of appreciation, financial and moral rewards.					
25.	The deanship does not discuss proposed ideas on a routine basis periodically.					
26.	The deanship avoids traditional approaches in presenting and implementing ideas.					
27.	Our institution has diverse and effective scientific contributions.					
28.	Our institution has competent and effective human resources in the academic environment.					
29.	We rely on the expertise of our prominent individuals within our institution to advance science and educational standards.					
30.	The college does not participate in annual workshops and scientific conferences.					
31.	The college provides a large scientific database of books, research papers, journals, theses, and dissertations, both in print and electronic formats, for the benefit of its staff and researchers from outside.					

**The scale of Creative Abilities**

Seq.	Items	Strongly agree	Agree	Sometimes	I don't agree	Strongly disagree
1.	Avoid imitating others and try not to repeat what others do in solving work problems.					
2.	Possess high skills in discussion and conducting dialogue, and have strong arguments and the ability to persuade.					
3.	I get bored from the constant repetition of the routine procedures followed in the course of accomplishing work.					
4.	I ensure to contribute my own ideas in generating new ideas that I present in the field of work.					
5.	I strive to create an environment that suits me to work innovatively and creatively.					
6.	I have a lot of innovative ideas, but the routine of procedures at work does not allow me to implement them.					
7.	I have the ability to find quick solutions to problems that arise within a short period of time.					
8.	I possess the ability to find a linguistic link that signifies the meaning of a single idea.					

9.	I express my ideas fluently and formulate them correctly in understandable and useful words					
10.	I am not affected by stressful circumstances when finding solutions or thinking quickly at work					
11.	New ideas come to me quite often and they contribute significantly to improving my work performance.					
12.	I value the opinions of others and seek to benefit from different perspectives.					
13.	I have a flexible side that is open to changing my stance if it becomes clear to me that I am mistaken.					
14.	I make sure to change my ways and methods to work periodically.					
15.	I have the ability to conceptualize and view things from different angles.					
16.	I possess a strong sense that enables me to anticipate problems that could arise at work.					
17.	Predicting problems in the workplace is one of my core traits.					
18.	I make plans and alternative plans to tackle problems at work.					
19.	I make plans and alternative strategies to address issues at work.					
20.	I contribute to understanding and solving my colleagues' problems at work.					
21.	I consider the criticism of others as constructive criticism and a key to realizing what is missing in my thinking.					
22.	Failure is a step towards success, as experiments are the true source of learning and progress.					
23.	I defend my ideas with strong arguments and evidence.					
24.	I take responsibility for my ideas and am prepared to face their consequences.					
25.	Adopting new ideas and methods is one of my basic characteristics.					
26.	Organizing my thoughts is a priority for me.					
27.	I work on organizing and prioritizing tasks from most important to important.					
28.	Analyzing tasks is crucial in my work, and it is one of the key aspects I consider.					
29.	I set a roadmap for the start and end of my work before I begin.					
30.	I have the ability to recognize and analyze the relationship between things.					

## التميز الاداري وعلاقته بالقدرات الابداعية لكليات التربية البدنية وعلوم الرياضة في بغداد من وجهة نظر التدريسيين

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مستخلص البحث

هدف البحث إلى التعرف على التميز الاداري لكليات التربية البدنية وعلوم الرياضة في بغداد من وجهة نظر التدريسيين، والتعرف على العلاقة بين التميز والقدرات الابداعية لتدريسيين كليات التربية البدنية وعلوم الرياضة في بغداد، وان مشكلة بحثنا تتركز في ترابط العلاقات التي يمكن ان نستفاد منها ونخلق بيئة عمل متشعبة بالمبدعين والمتميزين في عملهم وذلك من خلال الاطلاع على كثير من الادبيات التي تخص هذه المتغيرات ولذلك نرى من الاهمية الكشف عن مدى ترابط المتغيرات في العمل والتي من شأنها رفع كفاءته وتحسين مستواه وفق النتائج وأتمت المنهج الوصفي بأسلوب العلاقات الارتباطية على عينة اختيرت عمدياً من تدريسي كليات التربية البدنية وعلوم الرياضة في بغداد (جامعة بغداد / تربية بدنية وعلوم الرياضة و الجامعة المستنصرية / كلية التربية البدنية وعلوم الرياضة ) والبالغ عددهم (130) تدريسي وبمختلف الدرجات والتخصصات الرياضية وهم من ذكور واناث للعام الدراسي (2023/2022)، وتم تطبيق اداتي البحث عليهم بالمنهج الوصفي بأسلوب العلاقات الارتباطية ومن خلال النتائج التميز الاداري واضح في بيئة العمل التدريسية داخل كليات التربية البدنية وعلوم الرياضة، وامتلاك تدريسي كليات التربية البدنية وعلوم الرياضة في بغداد لقدرات ابداعية تساعدهم على تحقيق اهداف المؤسسة وبمستوى متوسط طبقاً للظروف الراهنة، وظهور علاقة ايجابية فيما بين متغيري التميز الاداري والقدرات الابداعية مما يدل على تأثير التميز بالقدرات طردي وضروري لتطور التميز لدى تدريسي كليات التربية البدنية وعلوم الرياضة في بغداد، ومن الضروري الاعتماد على التدريسيين ذوي التميز الاداري الواضح والعالي لرفع مستوى العمل في المؤسسة التعليمية، ولا بد من الاهتمام من قبل العمداء ورؤساء الاقسام بذوي القدرات الابداعية من التدريسيين في الكليات، ومن الضروري تسليط الضوء على التدريسيين الناجحين في عملهم وتخصيص المكافآت لهم

التميز الاداري، القدرات الابداعية

الكلمات المفتاحية