



The Reality of Job Satisfaction for Physical Education Teachers in the General Directorate of Anbar Education from Their Point of View

Yaseen Ali Khalaf

University of Anbar, College of Physical Education and Sport Sciences, Iraq

Address: 55431 Baghdad, 55 Ramadi, Ramadi, 31001, Iraq

Email correspondence: pe.yaseen_sport79@uoanbar.edu.iq

Abstract: *The research aims to identify the level of job satisfaction among physical education teachers in the General Directorate of Anbar Education, as the researcher used the descriptive approach for its suitability and the nature of the research problem, the research community was represented by (380) teachers in the General Directorate of Anbar Education, as for the research sample, it was divided into a sample of the exploratory experience (60) teachers with a percentage of (15.78%) and the main experiment sample (320) teachers and a percentage of (84.21%) of the total research community, and the researcher concluded that the scale proved effective to measure the variable of job satisfaction For physical education teachers in the General Directorate of Anbar Education from their point of view and obtaining all areas of the job satisfaction scale on high and close grades and according to the answers of the sample except for the last field, and the researcher recommended the need to pay attention to physical education teachers through the development of material and moral incentives for creative ones to satisfy their needs to achieve job satisfaction and work to activate the physical education lesson in schools and the diversity of its activities and events and provide professional and educational needs.*

Keywords: *Job Satisfaction, Physical Education, Teacher Incentives, Research Analysis*

1. INTRODUCTION

Education is a changing and evolving process that includes goals, philosophy, and curricula, and it is an important process to provide the individual with the skills, experiences, information, and values he needs in his practical life to be able to face the challenges that our society is going through at the present time (Hussein & Khalaf, 2022), as the success of the educational process in its third dimensions (teacher, student, curriculum) depends largely on the responsibility of the teacher and the level of his performance within the educational process in society (Khalaf, 2025), as it affects students in their education and trends, and many scientists stressed the importance of providing an educational climate and environment The school is suitable for the teacher in order to adapt to his surroundings, which is reflected in his various activities and makes him more adapted to his environment and its effective impact on job satisfaction, which leads to good educational outcomes (Abdullah & Khalaf, 2022).

The physical education teacher is the basic building block on which the educational process is based and must be in a state of continuous development, by supporting and enhancing all positive aspects and providing all material and moral capabilities that help the teacher reach a high degree of satisfaction, as he plays a key role in achieving the goals of

physical education, raising generations, raising and educating them, and providing assistance to students in all fields.

Through the researcher's experience as a teacher at the College of Physical Education and Sports Sciences, his bright visit to the practical application and his interview with many physical education teachers, I noticed a lack of job satisfaction for physical education teachers in the General Directorate of Anbar Education, especially with regard to the level of material or moral incentives and rewards that the teacher must receive as a result of his participation in internal and external sports activities, as well as the economic conditions that teachers suffer from, which is reflected in their job satisfaction and they are They are trying in every way to adapt to these conditions, so this study came through which the researcher seeks to study job satisfaction by answering the following question:

What is the level of job satisfaction among physical education teachers in the General Directorate of Education in Anbar from their point of view?

Research Objective:

- a. Identifying the level of job satisfaction among physical education teachers in the General Directorate of Anbar Education from their point of view.

Material y methods

Research Methodology:

The researcher used the descriptive approach for its suitability and the nature of the research problem(Saeed, Sabti, et al., 2024).

Research population and sample:

The research community was represented by (380) teachers in the General Directorate of Anbar Education, while the research sample was divided into the sample of exploratory experiment (60) teachers with a percentage of (15.78%) and the main experiment sample (320) teachers with a percentage of (84.21%) of the total research community.

Study Tools:

a. Job satisfaction scale:

The researcher used the Job Satisfaction Scale (Wael, 2009), consisting of (32) phrases distributed over five areas and as shown in Table (1) after it was presented to (9) experts in the field of sports management and some phrases were modified to suit the research sample.

Table 1. Shows the domains and phrases of the job satisfaction scale

	domains domains	Number of ferries
1	School Administration	7
2	The nature of teaching physical education	7
3	Respect and appreciation	6
4	Supervision and follow-up	6
5	Reinforcement and incentives	6
Total		32

Scale correction switch:

The researcher used the five-pointed Likert scale to measure the answers of the research sample on the scale statements, as shown in Table (2).

Table 2. Shows the scores of the Likert pentameter

Degree of approval degree	Very large	Large	Medium	Few	Very few
	5	4	3	2	1

Grade 5 4 3 2 1

Validity of the scale:

The validity of the scale means that the questionnaire questions measure what was developed to measure (Saeed, Khalaf, et al., 2024), and the researcher verifies the validity of the questionnaire in two ways:

The arbitrators' validity: The researcher presented the questionnaire to a group of experts and specialists in the field of sports management, and the researcher responded to the opinions of the arbitrators and made the necessary deletions and amendments in light of their proposals, and thus the questionnaire came out in its semi-final form to be applied to the survey sample.

The sincerity of internal consistency: The sincerity of internal consistency means the consistency of each phrase of the questionnaire with the field to which this paragraph belongs, and the researcher calculated the sincerity of the internal consistency of the scale by finding the correlation coefficient between each field and the total degree of the scale, where the researcher conducted honesty and consistency on the sample of the exploratory experiment of (60) teachers, in order to find the correlation coefficients for each phrase in the field to which it belongs, as well as the correlation coefficients between each field and the scale as a whole and as shown in Table (3).

Table 3. Shows the correlation coefficient between each domain statement and the overall score of the domain for the job satisfaction scale

Field of School Administration			
Phrases		Correlation coefficient	P-Value(sig)
1	The administration distributes physical education classes fairly in the school schedule	0.485	0.006
2	Give me the necessary powers to carry out the required tasks	0.686	0.000
3	Keen to activate school sports activities	0.859	0.000
4	Help me solve the problems that hinder my work in physical education	0.779	0.000
5	Keen to follow up on the recommendations of the educational supervisor	0.750	0.000
6	Contribute to the implementation and success of sports activities without obstacles	0.866	0.000
7	The administration attaches importance to the subject of physical education	0.845	0.000
The field of nature of teaching physical education			
Phrases		Correlation coefficient	P-Value(sig)
8	Students practice sports activities in a safe school environment	0.712	0.000
9	My communication opportunities with students during class help me solve their problems	0.728	0.000
10	My major provides me with the opportunity for professional growth and promotion	0.704	0.000
11	Sports tools are available to help me perform physical education class	0.725	0.000
12	The additional burdens contribute to practical success in physical education	0.542	0.002
13	The academic stage of the students I teach is suitable for my athletic ambition	0.640	0.000
14	I interact comfortably with students in physical education classes	0.700	0.000
The field of respect and appreciation			
Phrases		Correlation coefficient	P-Value(sig)
15	Faculty praise for improving job satisfaction	0.743	0.000
16	I find a prestigious social status as a physical education teacher	0.785	0.000
17	I feel appreciated and respected by students inside and outside the school	0.597	0.000

18	I represent an active member of the working group	0.659	0.000
19	I feel in harmony with all the members of the school (principal, teachers, students)	0.704	0.000
20	My relationships with my colleagues are my sources of satisfaction with my work	0.720	0.000
Field of supervision and follow-up			
Phrases		Correlation coefficient	P-Value(sig)
21	The supervisor is interested in listening to suggestions at work and takes them	0.821	0.000
22	Reports prepared by the supervisor are objective and realistic	0.746	0.000
23	The supervisor seeks to highlight the positive aspects during the visit	0.750	0.000
24	The supervisor recommends that the educational administration appreciate the distinguished efforts of the physical education teacher	0.640	0.000
25	The supervisor is interested in attending the events and activities that I do within the school	0.747	0.000
26	The supervisor takes into account the social conditions of the teacher	0.880	0.000
Field of promotion and incentives			
Phrases		Correlation coefficient	P-Value(sig)
27	Teaching physical education opened the field of arbitration and training in clubs	0.833	0.000
28	I feel more efficient when I get promotions and incentives	0.655	0.000
29	I can save more than I need from my monthly salary	0.614	0.000
30	My profession provides me with the right financial security	0.546	0.002
31	I feel that the opportunities for promotion in the profession of teaching physical education are compatible with other professions	0.800	0.000
32	Invest the budget for school sports activities in favor of activities	0.589	0.001

Through Table (3), it is shown that all honesty coefficients are high and statistically significant at the level of (0.05), and this gives confidence in the ability of the scale to distinguish.

Scale stability:

The stability of the scale means that the questionnaire gives the same result if it is distributed more than once under the same conditions and conditions, or in other words(O. Ali et al., 2024), that the stability of the scale means stability in the results of the questionnaire and not changing significantly if they were redistributed to the sample members several times during certain periods of time, and the stability of the study resolution was verified using the following methods:

1- Half segmentation method: The researcher used this method to verify the stability of the scale by calculating the correlation coefficient between odd and even statements, and the modified Getman coefficient was used for half segmentation for the unequal halves, as shown in Table (4).

Table 4. Shows the stability coefficient of the job satisfaction scale by the half-segmentation method

	domains	Number of ferries	Correlation coefficient	Corrected correlation coefficient	P-Value(sig)
1	School Administration	7	0.761	0.863	0.000
2	The nature of teaching physical education	7	0.515	0.680	0.000
3	Respect and appreciation	6	0.676	0.806	0.000
4	Supervision and follow-up	6	0.795	0.885	0.000
5	Reinforcement and incentives	6	0.694	0.819	0.000
Overall score of the scale		32	0.735	0.846	0.000

Table (4) shows that all stability coefficients by the half-fractionation method were high, and this indicates that the scale has a high degree of stability.

2- Alfakronbach method: The researchers using this method calculated the stability coefficient between the statements of each field separately, as the results of the correlation coefficient of the scale were high and amounted to (0.860), which indicates the strength and validity of the scale as shown in Table (5).

Table 5. Shows the stability coefficient of Alfakronbach for the areas of the job satisfaction scale

	domains	Number of ferries	Alfakronbach stability coefficient
1	School Administration	7	0.869
2	The nature of teaching physical education	7	0.791
3	Respect and appreciation	6	0.782
4	Supervision and follow-up	6	0.851
5	Reinforcement and incentives	6	0.759
Overall score of the scale		32	0.925

Through Table (5), it is shown that all the stability coefficients by the Alvakronbach method ranged between (0.791 0.869) and the total stability coefficient reached (0.925) and this indicates that the scale has a high degree of stability and can be applied to the study sample.

Application of the scale:

The scale was applied to the main research sample (320) teachers from Anbar education teachers, as the scale was distributed on Monday (19/8/2024) to the research sample, and the number of questionnaires distributed to the sample reached (320) questionnaires, and all questionnaires were retrieved after the answer.

Statistical methods:

The researcher used the SPSS statistical bag to process the data statistically(Khalaf & Ahmed, 2024; Khalaf & Shihab, 2023).

2. RESULTS

Presentation, analysis, and discussion of results:

To determine the test adopted in the study, the length of the cells was determined in the Likert five-point scale by calculating the range between the scale's scores ($5-1 = 4$) and then dividing it by the largest value in the scale to obtain the cell length ($0.80 = 4/5$) and then this value was added to the lowest value in the scale (the beginning of the scale, which is one integer) in order to determine the upper limit of this cell, and so the length of the cells became as shown in Table (6).

Table 6. Shows the test adopted in the study

Cell length	Corresponding weight	relative	Degree of approval
From 1- 1.80	From 20%-36%		Very few
Greater than 1.80-2.60	Greater than 36%-52%		Few
Greater than 2.60-3.40	Greater than 52%-68%		Medium
Greater than 3.40-4.20	Greater than 68%-84%		Large
Greater than 4.20- 5	Greater than 84%-100%		Very large

3-1 Presentation, analysis, and discussion of the question that states (What is the level of job satisfaction of physical education teachers in the General Directorate of Education of Nabar)?

For the purpose of answering this question, the researcher found the arithmetic averages, standard deviations, and relative weights of the fields and their arrangement, as shown in Table (7).

Table 7. Shows arithmetic averages, standard deviations, relative weights, and ranking of the fields of the job satisfaction scale

	domains	Arithmetic mean	Relative weight	Standard deviation	Test value (t)	P- Value(sig)	Domain order
1	School Administration	4.20	84.80	0.565	27.238	0.000	2
2	The nature of teaching physical education	3.67	73.80	0.604	14.200	0.000	4
3	Respect and appreciation	4.46	89.60	0.441	41.559	0.000	1
4	Supervision and follow-up	3.96	79.60	0.679	17.914	0.000	3
5	Reinforcement and incentives	3.10	62.00	0.739	1.611	0.000	5
	Overall score of the scale	3.89	78.20	0.463	24.128	0.000	

3. DISCUSSION

Through Table (7), it is clear that all the averages of the fields were close in terms of their relative weights, as they ranged between (62.00 and 89.60), while the total score of the scale obtained a relative weight of (78.20), and this indicates the estimate of the level of job satisfaction among physical education teachers in the General Directorate of Anbar Education came to a large degree, and the researcher attributes this to the fact that job

satisfaction for physical education teachers is necessary through the desire to work, psychological, social and educational stability and the good relationship between the school administration. The physical education teacher based on respect, appreciation, understanding, and dialogue, which makes the teacher feel satisfied, and this is consistent with the study (Naji & Yassin, 2023) that providing moral support and enhancing positive working hours from the school administration helps achieve job satisfaction for the physical education teacher.

3.1.1 Presentation, analysis, and discussion of the order of fields according to their relative weights:

The third area, respect and appreciation, ranked first with a relative weight of (89.60) and a rating of (very large), and the researcher attributes this to the school administration giving the physical education teacher all respect and working to raise his level, develop and motivate him to reach the best levels, as the results of this study differed with (O. A. Ali et al., 2022; Ibrahim, 2012), where the field of respect and appreciation came in last place.

The first field, school administration, ranked second with a relative weight of (84.80) and a rating of (very large), and the researcher attributes this percentage to the good treatment received by the physical education teacher and teamwork with the school staff and the results of this study are consistent with the study (Adwan, 2013; O. A. Ali et al., 2024), where it indicated that the area of relationship with school administration came by a very large percentage.

The fourth field, supervision and follow-up, ranked third with a relative weight of (79.60) and a grade of (large), and the researcher attributes this percentage to the supervisor's keenness to attend all the events and activities of the physical education teacher, which enhances his job satisfaction, and this is consistent with the study (Yassin, 2021) on the importance of the role of supervision in developing plans and programs and their attendance of school sports activities helped teachers develop their job satisfaction with their directorates.

The second area, the nature of teaching physical education, ranked fourth with a relative weight of (73.80) and a rating of (large), and the researcher attributes this to the interaction of the physical education teacher with his students within the lesson class and the diversity of sports activities and events practice, and this is consistent with the study (Ibrahim, 2012) as the field of nature of teaching physical education came in fourth place.

In the fifth field, reinforcement and incentives, he ranked fifth with a relative weight of (62.00) and a grade of (medium), and the researcher attributes the occurrence of this percentage to the irregular salaries on time, which leads to a lack of a sense of security, and the weak existence of a system of rewards and incentive incentives for teachers, and the results of this area are consistent with a study (Nafez, 2015) which showed that incentives came in last place.

4. CONCLUSION

Conclusions:

- a. The scale proved effective in measuring the variable of job satisfaction of physical education teachers in the General Directorate of Education in Anbar from their point of view.
- b. All areas of the job satisfaction scale obtained high and close scores according to the answers of the sample, except for the last field.
- c. The field of (promotion and incentives) came in last place as a result of the lack of financial resources allocated for rewards.
- d. The higher the level of job satisfaction of physical education teachers, the higher their performance.

Recommendations:

- a. There is a need to pay attention to physical education teachers by setting material and moral incentives for creative ones to satisfy their needs and achieve job satisfaction.
- b. Work on activating physical education lessons in schools and promoting the diversity of its activities and events.
- c. Give employees the opportunity to participate in decision-making within the department.
- d. Providing the professional and educational needs of teachers by holding training courses to raise their professional competence.
- e. Work to provide sports equipment and playgrounds suitable for sports activities.

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