

Analytical Study of the Vitality of Conscience for Working Administrators in the Education Directorates in the Southern Governorates

*Nour GHani Hussein¹, Mustafa Abdelshahed Mohamad²,
Dear Abed Baqer³*

Abstract: Conscience is considered one of the important moral values that has great positive effects on the individual and society. It enables a person to distinguish between right and wrong, truth and falsehood, and contributes to achieving important accomplishments for working administrators by directing them towards specific goals. People with a vital conscience are characterized by their serious commitment to work and the ability to make an effort to achieve goals. The research aims to prepare a scale for the vitality of conscience among administrators working in the education directorates in the southern governorates, and to identify the level of this trait among them. The researcher used the descriptive survey method, and the research community included 961 administrators distributed among the education directorates in the governorates of: (Basra, Maysan, Dhi Qar, Diwaniyah, Muthanna). A random sample of 162 administrators was selected. The applied scale included 38 paragraphs distributed over 6 areas: efficiency, organization, sense of duty, struggle for achievement, self-discipline, and deliberation, and the answers were multiple choices (always, often, sometimes, rarely, never). The results showed that the research sample has a high degree of vitality of conscience in all areas. The researcher recommended that senior management in the Ministry of Education pay attention to this variable during development courses, and also assign important tasks to working administrators with a living conscience due to their efficiency, honesty, and seriousness in work.

Key words: vitality of conscience. Working administrators. Directorates of education in the southern governorates.

1 Definition of research

1-1 Introduction to the research and its importance:

Man is the only creature whom God Almighty has honored and placed within him the divine lamp (conscience) that draws for him the moral system. Conscience is the judge within every human being that helps him know right from wrong and distinguishes between truth and falsehood. It is the key to reforming the system of life and the highest meanings of justice, and one of the strong basic pillars of man, which may contribute to increasing self-confidence, controlling his behavior, committing to duty, making the right and decisive decision, realizing surprising situations, and achieving success in his work, as the vitality of conscience is one of the variables that occupies a prominent position among moral values, as it has positive effects not only on the individual, but also extends to include the society in which the individual lives. Through the vitality of conscience, a person can distinguish between right and wrong, truth and falsehood, and through it he gains achievement for the administrative workers and directs them towards the goal. The most prominent personality traits of a conscientious person are commitment to serious work and the ability to make an effort to achieve the desired goal.

¹ College of Physical Education and Sport Science, University of Thi-Qar, Thi-Qar, 64001, Iraq

² College of Physical Education and Sport Science, University of Thi-Qar, Thi-Qar, 64001, Iraq

³ College of Physical Education and Sport Science, University of Thi-Qar, Thi-Qar, 64001, Iraq



The importance of the research is highlighted in studying the vitality of conscience, which plays an important role in directing the behavior of administrators working in education directorates, determining their actions, and shaping their future goals, due to the lack of studies on the vitality of conscience for this important segment that has an effective and distinctive role in the sports aspect.

1-2 Research problem:

Addressing the topic of the vitality of conscience for the research sample is a necessity, as it is one of the social and cultural rules that the individual acquires and which governs his behavior in different situations, and the readiness to face the burdens of life and organize it, self-discipline and commitment to work. Perhaps one of the factors that can affect performance is the vitality of conscience, as working administrators who record low job performance scores procrastinate in the tasks assigned to them. From all of the above, the research problem was determined in answering the following question:

- What is the degree of conscience among administrators working in the education directorates in the southern governorates?

1-3 Research objectives:

- 1- Preparing a scale of conscience vitality for administrators working in the education directorates in the southern governorates.
- 2- Identifying the degree of conscience vitality of administrators working in the education directorates in the southern governorates.

1-4 Research areas:

1-4-1 Human DomainFor administrators working in the education directorates in the southern governorates for the year 2022.

1-4-2 Time domain:The period from 10/9/2022 to 26/11/2022.

1-4-3 Spatial domain:Directorates of Education in the Southern Governorates of Iraq.

1-5 Definition of terms:

Vitality of conscience:"A personality trait in an individual that involves the awareness of moral principles and their application in public life situations, and the ability to be efficient and organized, and to strive to achieve his goals in the best possible way, and the individual is deliberate in making important decisions in his life." (Hoda Abbas: 2010, 13)

2 Research methodology and field procedures

2-1 Research methodology:

The researcher used the descriptive method. In the Christian style Due to its suitability and the nature of the current study.

2-2 Research community and sample:

The researcher identified the research community of administrators working in the Directorate of Education in the southern governorates, numbering (961) distributed among the Directorates of Education in the southern governorates (Basra, Maysan, Dhi Qar, Diwaniyah, Muthanna), and the sample members were selected randomly, numbering (162) and at a percentage of (16.857%).

2-3 Procedures for preparing the Conscience Vitality Scale:

The researcher adopted the Conscience Vitality Scale from the Personality Inventory (NEO-PI-R) revised from the five-factor model of "Paul T. Costa and Robert Macra" which was translated by (Saleem, 1999), and the scale was modified by (Haider Thabet 2012) and the number of its paragraphs was (38) paragraphs distributed over (6) areas (competence, organization, sense of duty, striving for achievement, self-discipline, deliberation) and the answer alternatives in the form (always, often, sometimes, rarely, never), and some paragraphs were modified to suit the research sample and



presented to the experts and specialists in psychology, numbering (9) experts, to approve the validity of the paragraphs, and all paragraphs obtained an agreement rate of more than 80%.

<<The researcher surveyed the mood patterns of handball players at Sumer University in the closed room on a sample of 7 players in order to identify the most important difficulties and constraints that the researcher may face during his major experiment and to know the time needed for students' responses to the scale paragraphs>>⁴

Instructions for the scale were developed, taking into account that they should be clear and simple, and emphasizing the necessity for the respondent to choose the response alternative that truly expresses his opinion, with an illustrative example showing how to answer, by placing a mark.(√) Under one of the alternatives in front of each paragraph.

2-4 Exploratory experiment of the Vitality of Conscience scale:

The survey experiment was conducted on a sample of (18) administrators working in the Dhi Qar Youth and Sports Directorate, who were randomly selected from the same community, on Tuesday (10/10/2022). The average time to answer the scale paragraphs was (14) minutes, and thus the scale became ready for application to the research sample.

2-5 Applying the Conscience Vitality Scale to the Main Sample:

The Conscience Vitality Scale was applied with the help of the support team to the main sample, numbering (162), for the period from Sunday 10/15/2022 until Monday 10/30/2022. In the directorates of education directorates of the southern governorates (Basra, Maysan, Dhi Qar, Muthanna, Diwaniyah).

2-6 Statistical processing:

The researcher used the statistical program (spss) in extracting the following statistical treatments (arithmetic mean, standard deviation, median, skewness coefficient, frequency and percentage).

3 Presentation, analysis and discussion of research results:

3-1 Presentation and discussion of the results of the areas of the Conscience Vitality Scale:

Table (1) Mean, standard deviation, median and skewness coefficient of the Conscientiousness Scale

Coefficient of skewness	The mediator	Standard deviation	Arithmetic mean	Scale and its fields
-0.947	22,500	2.582	21.685	Efficiency
-0.652	24	2.727	23,407	organization
0.291	32	2.290	32.222	sense of duty
0.228	27	2.435	27.185	Struggle for achievement
-0.725	24	2.836	23.315	self discipline
-0.056	22	3.024	21,944	slow down
-0.886	153	10.978	149,759	Total scale

By observing Table (1), it becomes clear to us that the values of the torsion coefficients for all the axes and the overall scale were between (+1, -1), which indicates the good distribution of the paragraphs and their homogeneity.

The researcher explains the results of her study by saying that the participants in the research enjoy a high degree of conscience, which is a characteristic of administrators working in education directorates. This characteristic is evident in their ability to persevere and organize to achieve the desired goals, in addition to bearing responsibility, efficiency, and the ability to control themselves. The most important characteristics of conscience are: honesty, altruism, and the continuous pursuit of professional success.

⁴ Ali Fadel Salem: The relationship between mood patterns and the success realizations of handball players of Sumer University, College of Physical Education and Sport Science, University of Thi-Qar,2024,p58



The researcher draws on the research of Costa and McCrae.(1995) who described conscientiousness as a “will to achieve.” Individuals who are high in this trait are characterized by professional accomplishments, but sometimes this may lead to over-sensitivity or workaholic behavior.

Costa and Widger (1994) They describe conscientiousness as being related to organization, persistence, and self-control. People who possess it are organized, reliable, and ambitious. Those who lack it tend to be lazy, irresponsible, and fail to complete tasks.

The researcher believes that people with high conscientiousness have a socially acceptable personality and high self-esteem, which makes them successful in their professional lives thanks to discipline and efficiency.

3-2 Presentation, analysis and discussion of the results of the competency domain:

Table (2) Frequencies, relative weight, arithmetic mean and percentage weight of the competency domain items

Arrangement	Weight Percentage	Arithmetic mean	Answer alternatives					Repetition and relative weight	number Paragraph
			never 1	rarely 2	sometimes 3	mostly 4	always 5		
Fourth	85.926	4.296	0	0	9	96	57	Repetition ratio	1
			0	0	5.5%	59.3%	35.2%		
the third	89.259	4.463	0	0	18	51	93	Repetition ratio	2
			0	0	11.1%	31.5%	57.4%		
the second	89,630	4.481	3	0	15	42	102	Repetition ratio	3
			1.9%	0	9.3%	25.9%	63%		
the first	91.111	4.556	3	3	3	45	108	Repetition ratio	4
			1.9%	1.9%	1.9%	27.8%	66.7%		
Fifth	77,778	3.889	6	15	30	51	60	Repetition ratio	5
			3.7%	9.3%	18.5%	31.5%	37%		

It is clear from Table (2), which displays the frequency, relative weight, and statistical significance of the responses of administrators working in the education directorates regarding the field of efficiency in the Vitality of Conscience scale, that there are clear differences between their responses to the different paragraphs..

First placeParagraph No. (4) which states: “My correct and accurate judgments inspire self-esteem” came in at a relative importance of 91.111%. Paragraph No. (3) which states: “I make sure to make smart decisions” came in second place, with a relative importance of 89.630%. Paragraph No. (2) which states: “I consider myself competent in my work” came in third place, with a relative importance of 89.259%. Paragraph No. (1) which states: “I am known for being rational and making sound judgments about things” came in fourth place, with a relative importance of 85.926%. Paragraph No. (5) which states: “I do not seem completely successful at anything” came in last place, with a lower relative importance of 77.778%.

These results indicate that working administrators value the ability to make correct and accurate decisions and self-esteem, while the last paragraph indicates a lower level of satisfaction with complete success in all related aspects.

3-3 Presentation, analysis and discussion of the results of the field of organization:

Table (3) Frequencies, relative weight, arithmetic mean and percentage weight of the organization domain items

Arrangement	Weight Percentage	Arithmetic mean	Answer alternatives					Repetition and relative weight	number Paragraph
			never 1	rarely 2	sometimes 3	mostly 4	always 5		
Sixth	58,519	2.926	15	36	72	24	15	Repetition ratio	6
			9.3%	22.2%	44.4%	14.8%	9.3%		
Fifth	59,630	2.981	21	33	60	24	24	Repetition ratio	7



			13%	20.4%	37%	14.8%	14.8%	ratio	
Fourth	83,333	4.167	0	9	27	54	72	Repetition	8
			0	5.6%	16.7%	33.3%	44.4%	ratio	
the second	88,519	4.426	3	3	15	42	99	Repetition	9
			1.9%	1.9%	9.3%	25.9%	61.1%	ratio	
the first	90	4,500	0	9	3	48	102	Repetition	10
			0	5.6%	1.9%	29.6%	63%	ratio	
the third	88.148	4.407	6	9	6	33	108	Repetition	11
			3.7	5.6%	3.7%	20.4%	66.7%	ratio	

It is clear from Table (3) regarding the frequency, relative weight and statistical significance of the responses of administrators working in the education directorates to the paragraphs of the organizational field of the Vitality of Conscience scale, that there were differences between the responses to the paragraphs of the field, as paragraph No. (10) came in first place, which indicates (I like to keep everything in its proper place so I know where it is.) As the relative importance reached (90%), it is followed in second place by paragraph No. (9), which indicates (Keep my stuff neat and clean.) with relative importance of (88,519%), followed in third place by paragraph (11), which refers to (I never seem to be able to be an organized person.) with relative importance of (88.148%), then it is followed in fourth place by paragraph No. (8) which refers to (Others describe me as being very demanding.) with a relative importance of (83,333%), and paragraph No. (7) came in fifth place, which indicates (I prefer to keep my options open rather than plan everything.) with a relative importance of (59,630%) Then came in the last order paragraph number (6) which indicates (I tend to be somewhat difficult to please.) with a percentage of (58.519%).

3-4 Presentation, analysis and discussion of the results of the field of duty sensitivity:

Table (4) Frequencies, relative weight, arithmetic mean and percentage weight of the items in the homework sensitivity domain

Arrangement	Weight Percentage	Arithmetic mean	Answer alternatives					Repetition and relative weight	number Paragraph
			never 1	rarely 2	sometimes 3	mostly 4	always 5		
Sixth	90,741	4.537	0	0	18	39	105	Repetition	12
			0	0	11.1%	24.1%	64.8%	ratio	
the third	84,074	4.204	6	12	15	39	90	Repetition	13
			3.7%	7.4%	9.3%	24.1%	55.6%	ratio	
the first	94.815	4.741	0	0	6	30	126	Repetition	14
			0	0	3.7%	18.5	77.8%	ratio	
Fourth	93,704	4.685	0	6	6	21	129	Repetition	15
			0	3.7%	3.7%	13	79.6%	ratio	
the second	94.444	4.722	0	0	6	33	123	Repetition	16
			0	0	3.7%	20.4%	75.9%	ratio	
Fifth	92.963	4.648	0	0	9	39	114	Repetition	17
			0	0	5.6%	24.1%	70.4%	ratio	
The eighth	31,852	1.593	108	30	12	6	6	Repetition	18
			66.7%	18.5%	7.4%	3.7%	3.7%	ratio	
Seventh	61,852	3.093	24	18	60	39	21	Repetition	19
			14.8%	11.1%	37%	24.1%	13%	ratio	

It is clear from Table (4) which deals with the frequency, relative weight and statistical significance of the responses of the administrators working in the education directorates to the paragraphs of the competence field of the Vitality of Conscience scale, that there were differences between the responses to the paragraphs of the field, as paragraph No. (14) came in first place, which indicates (When I commit to something, I follow through with it.) When the relative importance reached (94.815%) Followed in second place by paragraph No. (16) which refers to (I try to accomplish all the tasks assigned to me according to my conscience.) with relative importance of (94.444%), followed in third place by paragraph No. (13), which refers to (I cheat at games when I'm having fun.) with a relative importance of (84,074%), then it is followed in fourth place by paragraph No. (15), which indicates (I



strictly adhere to my ethical principles.) with a relative importance of (93,704%), followed in fifth place by paragraph No. (17), which indicates (I try to do the tasks accurately, so that there is no need to do them again.) with a relative importance of (92.963%).It is followed in sixth place by paragraph No. (12) which refers to (pay my debts immediately and in full) with a relative importance of (90.741). It is followed in seventh place by paragraph No. (19) which refers to (I get really sick if I miss a day of work) with a relative importance of (61.852), then in last place came paragraph No. (18) which refers to (I don't seem as trustworthy as I should be) with a relative importance of (31.852%).

3-5 Presentation, analysis and discussion of the results of the field of struggle for achievement:

Table (5) Frequencies, relative weight, arithmetic mean and percentage weight of the items in the field of struggle for achievement

Arrangement	Weight Percentage	Arithmetic mean	Answer alternatives					Repetition and relative weight	number Paragraph
			never 1	rarely 2	sometimes 3	mostly 4	always 5		
Seventh	45.185	2.259	48	51	39	21	3	Repetition ratio	20
			29.5%	31.5%	24.1%	13%	1.9%		
the third	91.111	4.556	0	0	15	42	105	Repetition ratio	21
			0	0	9.3%	25.9%	64.8%		
Fourth	88.148	4.407	0	3	18	51	90	Repetition ratio	22
			0	1.9%	11.1%	31.5%	55.6%		
Fifth	81,852	4.093	6	6	15	75	60	Repetition ratio	23
			3.7%	3.7%	9.3%	46.3%	37%		
Sixth	51,852	2.593	36	42	45	30	9	Repetition ratio	24
			22.2%	25.9%	27.8%	18.5	6.5%		
the second	92.593	4.630	0	0	9	42	111	Repetition ratio	25
			0	0	5.6%	25.9%	68.5%		
the first	92.963	4.648	3	0	9	27	123	Repetition ratio	26
			1.9%	0	5.6%	16.7%	75.9%		

It is clear from Table (5) which deals with the frequency, relative weight and statistical significance of the responses of the administrators working in the education directorates to the paragraphs of the competence field of the Vitality of Conscience scale, that there were differences between the responses to the paragraphs of the field, as paragraph No. (26) came in first place, which indicates (I strive to achieve everything I can.) When the relative importance reached (92.963%) Followed in second place by paragraph No. (25) which refers to (I work hard to achieve my goals.) with a relative importance of (92.593%), followed in third place by paragraph No. (21), which refers to (I strive for excellence in everything I do.) with a relative importance of (91.111%) Then, in fourth place, is paragraph No. (22), which refers to (I have a clear set of goals and work towards them on a regular basis.) with a relative importance of (88.148%), then in fifth place is paragraph No. (23), which indicates (I feel like a hardworking person.) with a relative importance of (81,852%)Then, in sixth place, came paragraph No. (24), which indicates (When I start a self-improvement program, I usually let it fade away after a few days). Then, in last place came paragraph No. (20), which indicates (I am not active and lack vitality), with a relative importance of (45.185%).

4 Conclusions and recommendations:

4-1 Conclusions:

1. The results showed that the research sample had a high degree of conscience vitality.
2. The results showed that the research sample enjoyed all areas of conscience vitality.

4-2 Recommendations:

1. interestSenior management in the Ministry of Education with a variableVitality of conscience during the development courses for administrators working in education directorates.



2. Paying attention to conscientious administrative workers and assigning them tasks that benefit society, given their competence, honesty, and seriousness in work.
3. Hold periodic meetings with administrative workers to identify the difficulties and problems they face and seek to solve them.

Sources:

1. Haider Thabet Khalaf: A comparative study of academic procrastination according to the vitality of conscience among university students, Master’s thesis, Al-Mustansiriya University, College of Arts, 2012.
2. Adel Mohamed Haridi and Farag Tarif Shawqi: Sources of perceived happiness in light of the Big Five factors of personality, religiosity, and some other variables, Cairo, Psychology Journal, Issue (61), 2002.
3. Hoda Abbas Faisal Al-Abbadi: Psychological alienation and its relationship to the vitality of conscience among university students, Master’s thesis, Al-Qadisiyah University, College of Education, 2010, p. 13.
4. Costa, PT & McCrae, RR: Domains and faces: Hierarchical personality assessment using the Revised NEO Personality Inventory, Journal of Personality Assessment. 64, 21-50,1995.
5. McCrae, R.P., Costa, P.T: Personality trait structure as a universal human. American Psychology, 52, 1997.
6. Ali Fadel Salem: The relationship between mood patterns and the success realizations of handball players of Sumer University, College of Physical Education and Sport Science, University of Thi-Qar,2024,p58

Appendix (1)

Conscience Vitality Scale

never	rarely	sometimes	mostly	always	Paragraphs	T
					I am known for being rational and judging things correctly.	1.
					I consider myself competent in my work.	2.
					Make sure you make smart decisions.	3.
					My accurate and correct judgments inspire self-esteem in me.	4.
					I don't seem to be completely successful at anything.	5.
					I tend to be somewhat picky.	6.
					I prefer to keep my options open rather than plan everything.	7.
					Others describe me as being very demanding.	8.
					I keep my belongings neat and clean.	9.
					I like to keep everything in its proper place so I know where it is.	10.
					I never seem to be able to be an organized person.	11.
					Pay my debts immediately and in full.	12.
					I cheat at games when I'm having fun.	13.
					When I commit to something, I follow through with it.	14.
					I strictly adhere to my ethical principles.	15.
					I try to accomplish all the tasks assigned to me according to my conscience.	16.
					I try to do the tasks accurately, so that there is no need to do them again.	17.
					I don't seem as trustworthy as I should be.	18.
					I get really sick if I miss a day of work.	19.
					I am not active and lack vitality.	20.
					I strive for excellence in everything I do.	21.
					I have a clear set of goals and work towards them on a regular basis.	22.



					I feel like a hardworking person.	23.
					When I start a self-improvement program, I usually let it wear off after a few days.	24.
					I work hard to achieve my goals.	25.
					I strive to achieve everything I can.	26.
					When I start a project, I usually finish it completely.	27.
					When a project I'm working on gets too difficult, I tend to start a new one.	28.
					I am very good at demonstrating my competence in doing things so that I can get them done on time.	29.
					Have a great deal of self-discipline.	30.
					I consider myself a productive person who always gets work done.	31.
					I have a hard time getting myself to do what I need to do.	32.
					Act first, then think.	33.
					I always think about the consequences of actions before I do them.	34.
					I often do things on the fly.	35.
					I plan ahead and carefully when I try to accomplish a task.	36.
					I think twice before I answer the question.	37.
					Make quick decisions.	38.

