



# CREATIVE ABILITIES AND THEIR RELATIONSHIP TO THE ORGANIZATIONAL CULTURE OF TEACHERS IN STUDENT ACTIVITIES DEPARTMENTS IN SOME IRAQI UNIVERSITIES

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## Abstract

Given the great role that both creative capabilities and organizational culture plays and their impact on various aspects of student activities in Iraqi universities, which are concerned with the sports aspect, including the performance of the teaching staff, the creative capabilities provide an organizational climate appropriate to make sound decisions, and also contribute to the formation of effective communication systems Open between workers and then its impact on their organizational culture, because it is a vital component in achieving organizational goals and in promoting creativity, stability and confidence between these departments and the teaching staff working in it, and given the lack of understanding of the organizational culture as an existing and circulating term, and then neglecting its role, and in order to be placed in its right place In a manner that achieves the change required by the teaching staff, the research aims:

1. To build the creative capabilities and organizational culture of the students in the departments of student activities in some Iraqi universities,
2. Learn about the levels of creative capabilities and organizational culture, as well as identify the relationship between them.

The researcher used the descriptive approach in the survey style of its suitability, the nature of research and correlation relationships. The original community reached (182) teaching, and the research sample was chosen in the random way, as it reached (165) teaching and its percentage was (91%) of the original research community and the main purpose of determining The research sample is the representation of the results of this research on the total society chosen by the researcher according to the research objectives, and for this the researcher had to choose a sample that includes two groups: one for the procedures for designing and building each scale and the second for the process of applying these two measurements in their final formulas Student and artistic activities in Basra Governorate, who numbered (10) teaching, as they reached (6%) of the research community. The sample building sample: It included a number of teaching staff



distributed in the departments of student and technical activities in the universities of the central and southern governorates, which numbered (95) teaching, as they reached (53%) of the research community. The researcher presented the results they reached through the statistical means, which are the percentage, the mathematical medium, the standard deviation, Alpha Cronbakh and Kay square in the form of tables, then they analyzed the tables and discussed the results, reinforced by scientific sources. Through this, a number of conclusions were reached, the most important of which are:

- 1- The creative capacity measure is suitable for measuring the levels of teaching staff working in student activities departments in some universities.
- 2- The organizational culture scale is suitable for measuring the levels of teaching staff working in student activities departments in some universities.

In light of the conclusions, researchers recommend the following:

- 1- The necessity of interest in the departments of student activities in universities in creative capabilities and creating a comprehensive vision of them to understand them in the correct way from the sake of raising the level of organizational culture.

**Key words:** Creative abilities; organizational culture.

### **1-Introduction Research and importance:**

As for the science of management, a relatively modern science, "everything has become in our lives, and we find it embodied in different forms and images because it is our only way to solve the problems of work, especially in the commercial, industrial, human and sports aspects and study of different situations in it, and it is no wonder that the administration really becomes" a resource "of society, but it has become The most important of these resources, because of its concrete and direct impact in achieving institutional, national and international goals, as the importance of administration in achieving community service and meeting the desires of individuals and maintaining their safety within its field of work as a leadership and its relationship to creative capabilities are among the strategies used by all administrators and standing at the required levels In the extent of the administrative women, which is reflected in the knowledge of sports results.

Culture occupies a major role in influencing the areas of society, as there is an interactive and mutual effect between them, so it has a direct impact on people's lives and practices, as it provides them with methods that enable them to face the problems they may be exposed to and that need solutions, as culture here is not



limited to knowledge Only, it is an affair practiced by a group of individuals with cultural competence And its trends, as it constitutes a framework for the different patterns of behavior for workers in institutions in general and the departments of sports activities in particular, and in light of the new transformations and changes that surround these sections, they had to adapt and adapt to these changes in order to allow them to succeed and continue, because the successful organizations are the ones that are concerned with resources Humanity is that it is the key to success to achieve its goals.

### **1-2 Research problem:**

The creative capabilities and organizational culture are the basic nucleus from which sports organizations begin to carry out all their work, which are indispensable to carry out internal and external coordination, as it represents the right path in which the institution should go to sustain its effectiveness and efficiency and achieve its goals, it is an important element in its general system so therefore Its dimensions should be understood, as they are the environmental medium in which these organizations live, as they affect the type of behavior in which they interact with others or with their workers, modern sports organizations are concerned with their organizational culture because of the values, attitudes, customs, ideas and policies that all work to direct the behavior of the individuals who work in them It has the peculiarities and features that distinguish it from others, and this is due to the difference in the intellectual and cultural patterns that control its behavior, and then each personal organization that distinguishes it from the rest of the organizations, and this distinction as an administrative concept called the organizational culture and employed by those organizations in favor of the sports field. Hence, the main problem arises is not in the presence of creative capabilities and its relationship to organizational culture or their absence, because it is present in the sections of sports activities in universities, but the problem in not understanding it as a term exists and is circulating in most other fields, and thus neglects its role, and from the time it is placed in its correct place in recognition, application and employment in the form Correct in the way that achieves the change required by the teaching staff in it and in order to reflect on their commitment, the researcher found that highlighting the study of these two variables enhances the awareness of their concept, and knowing the relationship of the organizational culture with the organizational commitment



among the teaching staff working in the departments of student activities in some universities.

### 1-3 Research objectives:

- 1- Building creative capabilities and its relationship to the organizational culture of the teachers working in the departments of student activities in some Iraqi universities.
- 2- Identify the levels of creative capabilities, their relationship to organizational culture and their dimensions for the students working in student activities departments in some Iraqi universities.

### 1-4 Research hypotheses:

- 1-The existence of a relationship between the creative capabilities and its relationship to the organizational culture of the teachers working in the departments of sports activities in some universities.

### 1-5 Research fields:

**1-5-1 Human field:** It is represented by teachers working in student activities departments in some universities.

**1-5-2 spatial field:** Student activities departments in the following universities: (Basra, Baghdad, Al -Mustansiriya, Technology, Babylon, Al -Qadisiyah, Al -Nahrain, Maysan, Kufa, Wasit, Dhi Qar).

**1-5-3 Time field:** from 17/1/2022 to 8/3/2023.

## 2 -Research approach and field procedures:

### 2-1 Research curriculum:

In its field side, this study relied on the standard, association and descriptive approach in the survey method, because it is the most appropriate in knowing the reality of the aspects of the study and solving the research problem as the most appropriate curriculum to reach the achievement of the goals of this research.

### 2-2 Sample of Research:

The original community reached (182) teaching, and the research sample was chosen in the random way, as it reached (165) teaching from the original research community. The main purpose of identifying the research sample was to represent the results of this research sample of exploratory experience that included a number of teaching staff in the Directorate of Physical and Technical Education In Basra Governorate, who numbered (10) two teachings, from the research community. The sample building sample included a number of teaching staff



distributed among the directorates of physical and technical education in the universities of the central and southern governorates, who numbered (95) teaching from the research community, the sample application sample, which included (60) teaching in the directorates of physical and technical education for the central and southern regions where the research community.

## **2-3 Means of collecting information, data and devices used**

### **2-3-1 means of collecting information**

Arab sources and references. , International Information Network (Internet), personal interviews,

- The names of experts and specialists about the areas of the two measurements. , Names of experts and specialists about the vertebrae of the scales. , Assistant work team, scale.

### **2-3-2 tools and devices used in the research**

- Dell computer number (1). COSIO (1). Office tools (papers, pens).

## **2-4 Steps to design, construction and field procedures**

### **2-4-1 Determine the phenomenon to be studied**

The phenomenon to be studied should be determined and that its concept and limits are completely clear, and that the two phenomena are under research are creative capabilities and organizational culture.

### **2-4-2 purpose of building the creative capabilities and organizational culture**

Before building the research tool (scale), the purpose of building this tool must be determined clearly and what is the need for this tool, and that one of the goals of building the creative capabilities scale and the scale of organizational culture and identifying the levels of creative capabilities and organizational culture and their removal for the students working in the departments of student activities in some Iraqi universities and learn about the relationship between the two variables.

### **2-4-3 Determine the dimensions of the two scales**

The dimensions of the organizational culture and organizational commitment were identified by the researcher after reviewing the scientific sources, references and previous studies that relate to the science of public administration, sports administration and some standards, and the use of the opinions of some experts within the competence of management, organization, tests and measurement in physical education as well as experienced in the College of Administration and Economics The researcher determined that the scale in general takes the paragraphs related to creative capabilities away from the fields. And a specialist, in order to determine the main dimensions of building the two scales and explain the



validity of these dimensions or amending them or proposing other dimensions and expressing any notes and after analyzing the answers using the Kay square law for the opinion agreement of experts specified the dimensions of the two measurements mentioned by relying on the moral differences between the corresponding and non -corresponding, and according to what was extracted Through (Ka 2) below the level of significance (0.05) and the degree of freedom (1) and at the value of a table It is equal to (3.86), and through its comparison with the calculation and its percentage (75%) and more to accept the dimensions, that is, by (15) experts out of (20) experts, the (human relations) were excluded from the scale of organizational culture,

#### **2-4-4 Determine the method and foundations of paragraphs**

The (Likert) style was adopted in the formulation of paragraphs, "as this method is one of the best methods of predicting behavior or phenomenon (Shaker Mubadar Jassim: 1990)

#### **2-4-5 Presentation of the primary formula for the scales to experts and specialists.**

After preparing the two measurements in their initial formulas, and through this the researcher drafted (30) paragraphs of the scale (creative capabilities). Sports and sports education within the jurisdiction of administration, organization, sports psychology, tests and measurement, and their number was (20) experts and specialists in order to ensure the validity of the scales in measuring the level of creative capabilities and the organizational culture of the teachers working in the directorates of physical education for the central and southern regions and to find out the validity of the paragraphs and their suitability for the dimensions that were developed as well as to know The direction of positive and negative paragraphs, as well as identifying the paragraphs that need to amend and submit the proposed amendment, and after the experts and specialists show their opinions and observations and amending them for some of the paragraphs of the scale, the paragraphs were statistically treated by applying the percentage and the Ka 2 square below the level of significance (0.05) and the degree of freedom (1) and with the value of a table of equal (3.86), and the final analysis resulted in the exclusion of the paragraphs that k You are less than 75%, and thus the number of paragraphs that were excluded from the creative capabilities scale reached (3) paragraphs, and the number of paragraphs after the exclusion became (27) paragraphs. Experts and specialists also expressed their opinions and observations on the paragraphs of the organizational culture scale, and the paragraphs were



dealt with statistically by applying the percentage and the Ka 2 square below the level of significance (0.05) and the degree of freedom (1) and with a value of a table equal to (3.84), and the final analysis resulted in excluding the paragraphs that were at least From 75%, the number of excluded paragraphs reached (6) paragraphs, and the number of paragraphs became after the exclusion (31) paragraphs.

#### **2-4-6 Choose a rating scale:**

The proposed appreciation ladder of the subjects of creative capabilities and organizational culture was presented to experts and specialists in the field of management, economics and sports education in order to show their opinions on the ladder of the proposed estimate (futsal) and to give alternatives to this proposed peace, as most of the expert answers were agreed on the proposed appreciation ladder and their agreement is (80 %) With the approval of (16) experts out of (20) experts, and this confirms the validity of the proposed estimate ladder of the scale.

#### **2-4-7 Method of correcting the rating scale:**

The paragraphs of the two measurements have been formulated in two directions, one of which is positive and the other is negative, and the weights of the paragraphs have specified from (1-5) degrees for each of the vertebrae of the scales, and therefore they have put five alternatives and gradual responses for the purpose of obtaining the total degree of each member of the sample that give weights suitable for the alternatives to the vertebrae of the scale and schedule (1) It shows this.

**Table (1)**  
**Shows alternative weights for the scale vertebra in both positive and negative directions**

rating scale		always agree	often agree	sometimes agree	rarely agree	I do not agree
Paragraph direction	positive	5	4	3	2	1
	negative	1	2	3	4	5

#### **2-4-8 Preparation of the measurements of the two measurements**

After each of the two measurements in their initial formulas became ready for the application, the preparation of instructions remains and how to answer these



paragraphs, the instructions were defined by not mentioning the name, and that the answer of the sample will have confidential Objective and fruitful.

### **2-5 exploratory experience of the scales of the two scales**

To ensure the correctness of the paragraphs of the paragraphs and that they are understood or incomprehensible to the sample and to learn about the difficulties facing the process of final application and get to know the time necessary to answer the vertebrae of the two measurements by the teaching staff and know the efficiency of the assistant staff, the scales were applied to a sample of the teaching staff in the student activities department in Basra Governorate, who numbered (10) teaching.

The researcher asked the sample to observe each paragraph accurately and mark it with a mark ( $\checkmark$ ) in the appropriate field. This was done on 8/1/2022 AD during the Basra University Championship through the southern region qualifiers in the football balls that were held at the Southern Technology University and clarified the results of this procedure The paragraphs were clear to members of the sample, and all the paragraphs were answered and the approximate time was determined to answer the paragraphs of the creative capabilities scale with a time (10-15) minutes and (5-10) minutes to answer the paragraphs of the organizational culture scale.

### **2-6 Experience of applying scales on the building sample**

The main purpose of the experience of applying (creative capabilities and organizational culture scale and organizational culture working in student activities departments in some Iraqi universities) is to determine the discriminatory force of paragraphs and extract the scientific foundations of the scales with the use of statistical means to obtain accurate paragraphs. "The analysis of paragraphs is a process of examination and testing of responses Individuals for each of the test paragraphs, and this process includes the disclosure of the strength of the paragraph discrimination and the effectiveness of alternatives in the paragraphs of the test (Abdul Jalil Al -Zobaie & others: 1981).

Where the scales applied to the building sample consisting of (94) teaching in (11) universities, and this was done in the period from 7/1/2022 to 17/1/2022, where the questionnaire forms were distributed to the sample members and asked them to read the instructions related to the answer to the questionnaire Then, I collected and checked the answers of the sample members to ensure the safety of the answer to all the paragraphs.





## 2-7 Statistical analysis of paragraphs

In order to improve the quality of the test, the researchers conducted a statistical analysis of the vertebra researcher used a Test (T), and after applying statistical processors to extract the discriminatory force of the paragraphs, the following results appeared:

First: That the value of the creative capabilities scale ranged between (9,870 \_ 1,145) and the borders of the mathematical circles of the degrees of the paragraphs of the upper group ranged between (4,370-3,518), while the mathematical circles ranged from the degrees of the lower group between (591 , 3- 333,2), and by comparing the level of significance (Sig-2-TAILLE) with (0.05) we find that there are (1) paragraphs whose statistical significance level was greater than (0.05), and this means that there are no moral differences for those paragraphs between the two higher groups The world, accordingly, was excluded from the creative capabilities measure, and thus the number of vertebrae became (27) paragraphs,

Second: To calculate the internal consistency coefficient of paragraphs, the researchers used the correlation coefficient (Pearson) to find the relationship of the link between the degrees of the sample members on each paragraph and their degrees on the scale (the degree of paragraph and the total degree of the scale), it has excluded (1) paragraphs of the lack of statistical indication in its association compared to the level The significance (0.05), and thus the number of vertebrae has become (50) paragraphs.

## 2-8- scientific transactions for the scales

### 2-8-1-honesty

"Honesty is one of the important conditions that must be met in the tool of information collection. Honesty means the ability of the tool to measure what it actually prepared" (Feryal Muhammad & Muhammad Bakr: 2012) and there are several types of honesty

#### First: the apparent honesty.

"The tool is sincere if its appearance indicates this in terms of form and in terms of its paragraphs are linked to the scale, so if the contents of the tool and its paragraphs are identical to the thickness that measures it, then it is more honest (Feryal Muhammad & Muhammad Bakr: 2012) and the apparent honesty is one of the types of honesty that is evident from During the contents of the two scales and through the paragraphs in measuring the phenomenon to be measured, by presenting these paragraphs to experts and specialists, this type of honesty has been achieved by presenting each of the scales to experts and specialists in the field



of physical education within the competence of management, organization and sports psychology as it passed View the initial formula of these two measures to experts and specialists.

### **Second: The construction is true**

It is one of the most suitable types of honesty to build standards and is called sincere concept or the sincerity of the hypothesis, because it depends on experimental verification of the extent of the degrees of paragraphs matching the property or concept to be measured, and the methods of analysis of the paragraphs are indications of this type of honesty (Feryal Muhammad & Muhammad Bakr: 2012). This was done through.

#### **1- The two-party methods.**

The discriminatory force of the vertebrae of the two scales was extracted in the topic of statistically analyzing the paragraph discriminatory force of the regulatory culture scale.

#### **2- The internal consistency factor:**

The internal consistency of the paragraphs is explained by the category of the total degree of the scale.

The researcher used the internal consistency coefficient in analyzing the paragraphs of each scale, any account of the validity of the vertebrae of the scale using the inner test (the total degree of the scale) by finding the correlation between the degree of each paragraph and the degree of the dimension to which the paragraph belongs as well The connection between each degree of dimension and the total degree of the scale and this type of honesty is achieved through the use of the simple link law (Pearson).

#### **2-8-2 stability**

The stability of the measurement is a basic condition for psychological and educational tests of a good quality, so if the degrees are unstable, then the researcher has no sincere basis for the use of such degrees to make the decision, then the lack of stability may lead to a wrong decision because the individual may have obtained his mark does not really reflect Its real performance, and when the testing degrees are unstable, the observation degrees include major errors in the measurement more than that they reflect the real differences in the capabilities.

There are several methods that can be used to estimate stability, the researcher used:

**First: the midterm retail method**

The paragraphs of each of the creative capabilities and organizational culture were rewarded into two halves so that the number of paragraphs each (27) paragraphs became, and the paragraphs of the regulatory commitment measure were part in half so that the number of paragraphs each (13) paragraphs became, and according to the sequence of paragraphs to an individual and my husband and then he extracted laboratories The connection between the scores of half in the way of Person, and the correlation coefficient between the two degrees of half (0.556) of the creative capacity scale (0.639) for the regulatory culture scale, but these values represent the half-testing factor and until we get the testing coefficient of the test as a whole, the researcher used the equation (Spearman- Brown) To correct the correlation coefficient and after the correction, the stability coefficient has become a creative capabilities measure (0.715) while the coefficient of the organizational culture stability (0.780) has become a highly reliable coefficient

**Table (2)**

**Shows the correlation (stability) method of the mid -retail method for the subjects of creative capabilities and organizational culture**

scale	R value before correction Person	R value after correction Person
creative abilities	0.556	0.715
organizational culture	0.639	0.780

A measure of creative capabilities: (t) below the level of moral significance (0.05) and the degree of freedom (25) equal to (0.381). Organizational culture scale: below the level of moral significance (0.05) and the degree of freedom (11) equal to (0.553).

**Second: Alpha Cronbakh method.**

“It is one of the most common and most appropriate stability standards for the scales with a gradient balance. The idea of this method depends on the extent of the paragraphs related to each other inside the scale, as well as the association of each paragraph with the scale as a whole. Press as stability was extracted in this way by applying cronbakh equation.

**2-8-3 objective:**

What is meant by objectivity is to measure the desire and the ability to examine the evidence with integrity and impartiality, it is the first condition in the research, as it is dealing with facts without bias or issuing valuable provisions. Not to be biased

**2-8-4 twisting laboratories for the scales**

It is the value that gives an idea of the concentration of values, so if the values of this variable are stationed towards small values more than their concentration towards the great values, the distribution of this variable is twisted towards the right and is called obligatory twisting, but if the opposite is the twisting of this variable is negative or twisted towards the left.

To get to know the extent of near or after the sample answers to the natural distribution, the researcher calculated the sprain laboratory

**Organizational culture.****2-9- standard levels of scales**

The levels are "the criteria of its sizes that represent the goal or the purpose required to be achieved and the ratio of any characteristic or characteristic because it included degrees that show the necessary levels. This is why levels are prepared on individuals with ideal levels. " Therefore, the researcher used the natural distribution curve (Kaos) which "is stopped On the moderate distribution curves of the data on the nature of the sample and its number and the suitable extent of the tests for this sample, the more the sample size and the appropriate tests we approached when distributing the data from the moderate curriculum form (Munther Al -Damen: 2009), and thus it became clear to us that the number of units is the base of the natural curriculum is (6) units As these units are called the extent, and the researcher chose to have five levels, and (6) normative degrees are divided into five levels that the researcher chose so that it appeared that each level has (1.2) units that correspond to (12) degrees of modified normative grades. And (4) shows the levels, modified normative degrees and raw degrees of creative capabilities and organizational culture, respectively.

**Table (3)**

**Shows the modified levels, normative degrees and raw degrees for the creative capacity scale**

levels	Modified normative degree	Raw degree	NO	percentage
Very good	68-80	226-270	11	%11.7
good	56-67	182-225	16	%17.02
medium	44-55	138-181	39	%41.48
accept	32-43	94-137	20	%21.27
week	20-31	54-93	8	%8.51

**Table (4) Shows the levels, modified normative degrees and raw degrees of the regulatory culture scale**

levels	Modified normative degree	Raw degree	NO	percentage
Very good	68-80	110-130	6	%6.38
good	56-67	89-109	21	%22.34
medium	44-55	68-88	42	%44.68
accept	32-43	47-67	16	%17.02
week	20-31	26-46	9	%9.57

## 2--10 Statistical means

The researcher used the statistical bag (SPSS 16) and the Excel program:

- 1- The percentage.
- 2- Kai box.
- 3- Mass
- 4- Standard Deviation.
- 5- (T test)
- 6- Independent samples.
- 7- Simple correlation coefficient (Pearson).
- 8- Spearman equation. Brown.
- 9- Alpha Kronbach laboratories.



- 10- Table coefficient.
- 11- Explicit and T -italic degree.

### 3- Presenting, analyzing and discussing results

#### 3-1 View the results of the creative capabilities scale, analysis and discussion

**Table (5) Shows the modified levels, normative grades, raw grades, number and percentage of a scale Creative capabilities**

levels	Modified normative degree	Raw degree	NO	percentage
Very good	68-80	226-270	4	6.77%
good	56-68	182-225	13	22.03%
medium	44-56	138-181	23	38.98%
accept	32-44	94-137	14	23.72%
week	20-32	54-93	5	8.47%

The researcher believes that some of the teachers who fell into a very good level and a good level were the result of their great interest in their departments for student activities by searching for new ideas and methods of work and entrances that contribute or another to raising their level of creativity in order to achieve mathematical achievements, as well as This is because their departments support their proposals related to the establishment of sports activities and championships, and they work sincerely from their sections and they have specific goals that they seek hard to achieve and of course they are the goals that are derived from the goals of their departments that they belong to as well as their enjoyment of positive relations that link them with their colleagues, which in turn works to strengthen the bonds of the difference and thus and thus The creative capabilities have at this high level, as the creative capabilities are the basic nucleus that these departments begin to do all their work, so if these sections want success, the creative capabilities must represent the right path in which they should go to perpetuate their effectiveness and efficiency and achieve their goals and this is what each of ( TWATI & Gammack) by saying, "The organization's culture is a key to organizational success and active leadership It is the means through which culture creates and runs (Backer, K, A: 2002) and mentioned (Baker), quoting



(Schein), "Creative capabilities have today become more important than before, as competition rates, globalization, integration, assignments, and alliances have increased today, And the various developments that took place on the works (Hussein Harem: 2006), in addition to the fact that these teachings have adapted to the work environment and became part of it, and this is what was indicated to (Hussein Harem & Rashad Al -Sa'ad), quoting from "(Schein) that the basic task is creative capabilities It helps to understand the environment by achieving integration and internal coordination and finding external adaptation (Hussein Harem: 2006)

As for the two levels acceptable and weak, the researcher sees that the proportions referred to are few proportions. Through the answers of the teaching staff on the paragraphs of this scale, it appears that they do not care about their duties towards their departments and they have no ambitions or new ideas and do not give enough effort to take care of their duties of holding the sporting championships and activities expected With it, they also do not have the desire to develop their skills and amend their behaviors, and that this is due to several reasons. Likewise, these results may indicate the dissatisfaction of the teaching staff from the uniqueness of the administration by making decisions and their inability to participate in making their decisions, which leads to their lack of conviction of its goals.

### 3-2 Presentation, analysis and discussion of the organizational culture scale

**Table (6)**

**Shows the levels, raw grades, number and percentage of the regulatory culture scale**

levels	Raw degree	NO	percentage
Very good	110-130	5	%8.47
good	89-109	17	%28.81
medium	68-88	22	%37.28
accept	47-67	11	%18.64
week	26-46	4	%6.77

The researcher believes that the reason for the teaching staff is very good and the level is good due to the fact that the teaching staff has a high degree of culture, which indicates their adherence to their departments and their adherence to them as a result of the congruence between their goals and the goals of their estates, due



to their feeling of high affiliation with them and their strong desire to survive and loyal to them and the result was this positive. It is due to the fact that their departments are always working to provide the appropriate atmosphere for them. (Abdul Jalil Al -Zobaie: 1981). In addition, all the reasons that have been mentioned, the researcher believes that it is necessary for the departments of student activities departments to instill organizational culture, and this comes through a set of activities and organizational procedures, including supporting these departments for the students working in them and not threatening to expel as one of the most dangerous problems facing them, They must be fully aware of what is happening in it and provides interaction between them and their colleagues, and they must be involved in making decisions regarding the future of their departments, working to enhance confidence between them and their departments, and encourage them through incentives and bonuses.

### **3-3 Presentation, analysis and discussion of the relationship of creative capabilities with the organizational culture of the teachers working in the departments of student activities in some universities.**

**Table (7) The mathematical, standard deviation, and correlation laboratories show the creative capabilities scale and the scale of organizational culture**

Scale	mathematical medium	standard deviation	correlation laboratories
creative capabilities	157.498	38.000	0.495
organizational culture	81.078	16.703	

**Table (R) value at a degree of freedom (57) and under the level of significance (5 0.0) equals 0.257**

The current study emphasized the existence of a high expense connection between the scale of creative capabilities and the scale of organizational culture, and this indicates the importance of creative capabilities and its effective role in promoting organizational culture among the teaching staff working in the departments of student activities due to the components of organizational culture in its important dimensions of its inherent values in the teaching determination





and affect its behavior and criteria The assumptions and influence of rituals, rituals, and material elements on them, as they are an organizational force that defines and directs the behavior of the teaching staff of external adaptation, internal integration and the achievement of organizational effectiveness, because it is a manifestation of the human's dust lies and his success in achieving what he aspires to, because the teaching crystallizes has values, ideas and principles and the experience that the teaching acquires through his interaction Continuing with the work environment, and then the capabilities and skills are formed and individual differences appear with excellence and creativity. The organizational culture works to adapt and cohesion between the teaching, as well as adapting their departments to the external environment, and this comes through the type of this culture, whether it is strong or weak and this is also confirmed (DAFT). The "organizational culture is carrying out two important functions, the first to unite the Members so they know how one of them is related to the other, and the second function is to help the organization to adapt to the external environment, and the organization with a high and effective performance has a strong culture among its workers, as this culture led to not relying on systems, instructions and rules, so workers know what to do, while Weak cultures are walking in vague, unclear ways and receiving contradictory instructions, and then they fail to make appropriate and appropriate decisions for their values and attitudes.

#### **4. Conclusions & Recommendation:**

##### **4-1 Conclusions**

Through the results of the researcher, she managed to conclude the following:

1. The creative capacity measure is suitable for measuring the levels of teaching staff working in student activities departments in some universities.
2. The organizational culture scale is suitable for measuring the levels of teaching staff working in student activities departments in some universities.
3. When teaching people working in student activities departments in some universities enjoy a high level of creative capabilities, organizational culture has high according to the relationship between the two variables.

##### **4-2 Recommendation**

- 1- The necessity of interest in the departments of student activities in universities in creative capabilities and creating a comprehensive vision of them



to understand them in the correct way from the sake of raising the level of organizational culture.

2- The necessity of paying attention to the departments of student activities in universities to the issue of intellectual and professional integration with his job and his colleagues, because this supports, develops and maintains a high level of culture between the teaching staff.

3- Conducting a survey study to define any of the most influential creative capabilities in the organizational culture in the departments of student activities in universities.

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