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Organizational Ethics and Its Role in Dealing with Work Stresses of the Working Staffs in the Directorate of Education at AL-Karkh the Second from Their Point of View

Mahmoud Saied Latif Al-Qaragholi ¹, Mohammed Ali Fayadh ²

¹Directorate General of Education Karkh second, ²The General Directorate of Education in Erbil Governorate / Kurdistan of Iraq

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Abstract

Institutions play a major role in the positive and negative impact on employees, as chronic work stress is an important contributor to the poor well-being of employees, as it suffers from nearly the majority of the workforce in the world, due to its impact on the reputation of the institution, its operations and its relationship with its customers, and that one of the reasons for the emergence of cases of stress The workplace is the ethical behavior of employees.

So, the research aims to: building a measure of organizational ethics in DEK2nd from the point of view of its cadres. Building a measure of the work stresses of working in DEK2nd from their point of view. Identifying the level of organizational ethics practice in DEK2nd from the point of view of its cadres. Identifying the level of work stresses facing the working staffs in DEK2nd from their point of view. Identifying the level of work stresses facing the working staffs in DEK2nd from their point of view.

The researcher used the descriptive approach using both survey and correlation methods, the research community included (275) employees from the working staffs in DEK2nd,

1) Definition of research:

1-1 Introduction and importance of research:

Institutions play a major role in the positive and negative impact on employees, as chronic work stress is an important contributor to the poor well-being of employees, as it suffers from nearly the majority of the workforce in the world, due to its impact on the reputation of the institution, its operations and its relationship with its customers, and that one of the reasons for the emergence of cases of stress The workplace is the ethical behavior of employees, states that the impact of ethical or unethical behavior on employee well-being is complex and multifaceted, so by controlling the effects of unethical behavior, or reducing its frequency, organizations may reduce workers' stress in the workplace, as well as positive perceptions. Employees of their organization's ethics, based on their perceptions of the organization's ethical leadership, ethical climate, and corporate social responsibility, can reduce work stress through perceptions of positive organizational ethics. (Lozano, 2003, p. 48) (Mousa, 2021)

Ethical decision-making in the environment of an organization i.e. the factors that influence organizational moral perceptions is a phenomenological factor that influences individual ethical decision-making within an organization, which means that important business outcomes may be positively affected when such a context is developed as a beacon of ethical behavior(Qasim, 2022), in theory The verification of how these factors are interrelated encourages a broader understanding of the concept of organizational ethics by linking the organizational environment with the individual outcomes of employees resulting from the ethical decision that leads to the decision-making process within the organization(Anwar Altaee, 2022). The various factors, such as ethical leadership and the ethical climate within organizations that influence the outcomes of ethical decision-making related to ethical behavior and their relationship to individual outcomes (work stress), indicates that the organization should have insight into how environmental factors within the organization affect work-related stress, and should be encouraged to develop ethical cultures and other ethical elements related to programs and policies, such as codes of conduct, and ethical training to properly manage the ethical perceptions of employees. Better, providing a better understanding of how to reduce work stress and improve employee well-being.(Panigrahi, 2018, p. 153)

Among these educational institutions, the Directorate of Education at AL-Karkh the second (DEK2nd) stands out in Iraq as an ancient governmental institution with a strong and effective base in revitalizing the various aspects of administrative and ethical practices, as it contributed to the promotion of educational and educational progress, in addition to its other lofty goals of caring for employees and preserving them as a qualitative strategic resource(Alalmy, 2021). It is certain that these outputs are achieved through the concerted efforts of several, foremost of which are the working staffs in this directorate.

Accordingly, the importance of the research is evident in the fact that it is one of the studies concerned with clarifying the role played by organizational ethics in the work of DEK2nd. And an indication of the ways in which work stresses on the cadres of this directorate can be reduced, as well as providing researchers with two measures to measure the levels of organizational ethics and work stresses of the cadres.(Anwar & Amal, 2021) The importance of this research also lies in informing those

responsible for the educational process in Iraq with the results of this work to benefit from it in advancing the work of these directorates.

1-2 Research problem:

The senior administrative leadership in any institution is the vital factor and the most capable of bringing about these changes and sustaining positive transformations with its powers, experiences, behaviors, and values that it can adapt by adopting effective administrative patterns, which is reflected in its position within the educational community. Within the directorates of education, unethical behaviors that may be committed by one or more members of the directorate can affect different individuals (such as staff, auditors, managers, and people related to them), leading to stress, trauma, and increasing pressure on them, which leads to a decline in their well-being, as well as that Factors influencing decision formation by individuals who face an ethical dilemma may affect the possibility of establishing a solid institution aiming at advancement under conscious leadership and coherent management that makes sound and effective efforts. Therefore, the research problem is concentrated on the following questions:

1. What is the level of organizational ethics that characterizes DEK2nd?
2. What is the level of pressure faced by the working staffs in DEK2nd?
3. What is the role of organizational ethics in dealing with work stresses among the cadres of DEK2nd?

1-3 Research Objectives:

The research aims to:

1. Building a measure of organizational ethics in DEK2nd from the point of view of its cadres.
2. Constructing a measure of work stresses for the working staffs in DEK2nd from the point of view of its cadres.
3. Identifying the level of organizational ethics practice in DEK2nd from the point of view of the working staffs in it.
4. Identifying the level of work stresses facing the working staffs in DEK2nd from their point of view.
5. Recognizing the role played by organizational ethics in dealing with work stresses for working staffs in DEK2nd from their point of view. work stresses for the working staffs in DEK2nd from the point of view of its cadres.

1-4 areas of research:

1-4-1 The human field:

the working staffs in DEK2nd.

1-4-2 Spatial field:

DEK2nd building.

1-4-3 Time range:

13/6/2022 to 10/11/2022.

1-5 search terms:

1-5-1 Organizational Ethics:

It is a study of what is right and what is wrong, morally acceptable and unacceptable, good and bad in the behavior of both the organization and the employee in the private or public sector, to provide a product or service to the beneficiaries and meet the interests of the people. (Fobel, 2019, p. 80)

1-5-2 Working stress:

It is the pressures that falls on the employee within the organization as a result of many reasons, including his ability to control the work, the administrative style of the manager, and others, which leads to a deviation from the normal performance of the body and mind. (Panigrahi, 2018, p. 154)

1-5-3 Staff of Directorate of Education at AL-Karkh the second:

The researchers define it as the human resources working in DEK2nd, and its work is focused on managing the implementation of the tasks entrusted to it according to the responsibilities assigned to it within the work requirements in each of the directorate's departments.

2) previous studies:

A study of (Shapira-Lishchinsky & Rosenblatt, 2009) titled ((Perceptions of Organizational Ethics as Predictors of Absence from Work: (A Test of Alternative Measures of Absenteeism)

The study aimed to distinguish between two traditional measures of absence from work: frequency, reflecting voluntary absence, and duration, reflecting involuntary absence, the two measures were compared in a test of the relationship between work absence and employees' perceptions of organizational ethics, the researchers used the questionnaire as a tool for the study. Organizational ethics were represented by three variables: the ethical climate (care and official), organizational justice (distributive and procedural), and the teacher's tendency to misbehave, the results showed that four moral constructs (climate of care, formal climate, tendency to misconduct, and procedural fairness)(Alsaeed et al., 2023) were associated with frequency of absence, while only one (climate of care) was associated with duration of absence, the findings add to previous research on distinguishing between measures of voluntary and involuntary absence, and super sensitivity to frequency over the duration as a measure of involuntary absence. In practice, the findings may encourage managers and managers to create ethical workplaces to reduce the frequency of absenteeism.

A study of (Ambia & Sujarwoto, 2018) titled ((Work stresses (Causes, Effects, and Solutions): Case Study on the Net. Yogya Karta Employees))

The study aimed to identify the work stresses facing the employees of Yogya Karta Company. To achieve the objectives of the study, the researchers used the descriptive analytical approach. The number of study members was (322) employees, the researchers designed a measure of work stresses consisting of (64) items distributed on (5) dimensions, and its dimensions were (excessive work, personal relationships (including conflicts with colleagues); backlog of work, disagreements with leadership, and lack of appreciation of superiors), The data were processed statistically through the

arithmetic mean, standard deviation, percentage, and simple correlation. The researchers concluded that there is an average level of work stresses in Yogyakarta from the point of view of its employees.

3) Research procedures:

3-1 Research Methodology:

The researchers used the descriptive method in their survey method and the correlational relationships due to their suitability and the nature of the research.

3-2 The research community and its sample:

The research community included DEK2nd. The research sample consisted of all the cadres of the directorate, their numbered (275) Employee. The sample of the exploratory study included (5) Employee from the cadres of the directorate chosen randomly, the construction sample also included (162) Employee representing (60%) of the directorate's cadres after excluding the sample of the exploratory study, and they chosen randomly, the researchers were able to obtain (151) forms valid for statistical analysis, while the application sample included (108) Employee representing (40%) of the research community after excluding the sample of the exploratory study. The researchers obtained (98) forms valid for statistical treatment, and table (1) shows the research community and its sample.

Table (1)
The research community and its samples

Second Directorate of Education Karkh	The number of cadres	exploratory study sample	construction sample		Application sample	
			distributor	receiver	distributor	receiver
	275	5	162	151	108	98

3-3 research tools:

3-3-1 Organizational Ethics Scale:

To achieve the objectives of the research and answer its questions, a questionnaire on organizational ethics was built, according to scientific procedures.

3-3-1-1 Determine the dimensions of the organizational ethics scale:

The researchers reviewed the literature, research, scientific studies and sources related to organizational ethics, which included several dimensions, the researchers developed three dimensions, which are (the ethical climate, the social responsibility of the directorate and the ethics of the manager), after which the researchers presented these dimensions to a group of experts and specialists in the field of Public Administration and Psychology to choose the most appropriate and most appropriate ones for adoption in building a scale of organizational ethics for DEK2nd, after obtaining the experts' answers, these dimensions were approved, as the percentages of experts' agreement on them ranged between (89%-100%), as shown in Table (2).

table (2)
Percentage of expert agreement on the dimensions of organizational ethics

sequencing	The dimension	validity percentage
1	moral climate	100%
2	The directorate's social responsibility	96%
3	Manager ethics	89%

3-3-1-2 Drafting the items of the organizational ethics questionnaire:

After the researchers identified the dimensions of the organizational ethics scale and reviewed the literature, sources, and research related to these dimensions, the researchers formulated the items for each of these dimensions and the total of the scale items was (12) items, with (4) items for the three dimensions, the researchers suggested an answer key consisting of five alternatives: (I agree to a very large extent - I agree to a large extent - I agree to a moderate degree - I agree to a small degree - I agree to a very small degree) and the degrees are (5 - 4 - 3 - 2 - 1), respectively.

3-3-1-3 The validity of the content:

To reach the validity of the content of the measure of ethics in other fields, study the sources and scientific studies to collect information related to ethics to extract the elements that could lead them, and form a clear picture and form that enabled them to formulate correlations that take into account the concept of these dimensions and their implications.

3-3-1-4 Apparent honesty (the arbitrators' sincerity):

To reach the veracity of the arbitrators for the scale of organizational ethics of DEK2nd, the researchers presented it to the experts in the field of Public Administration and Psychology to obtain their opinions about the items of the scale in terms of its validity and suitability for the dimension to which it belongs and for the scale in general, that is consistent with what (Suleiman, 2010) said that it is possible to calculate the validity of the test by presenting it to several specialists and experts. If the experts said that the test measures the behavior that was designed to measure it, then the researchers can rely on the judgment of the experts and that its test is valid. (Suleiman, 2010, 46). The percentages of agreement on the validity of the items ranged from (84.5%) to (100%) for all the items, and thus the researchers adopted all the items without deletion, and this is consistent with what was indicated by (Bloom, 1983) that the percentage of expert agreement can be adopted if it reaches 75%. above. (Bloom, 1983, 126)

3-3-1-5 Exploratory study:

After reaching the initial form of the questionnaire, the researchers applied it to a small group of the research sample, which represents the sample of the exploratory study, consisting of (5) employees, as shown in Table (1), it has been shown through the survey that the items of the scale are clear and the method of answering them is understandable, and the time of answering the scale has approached between (15-20) minutes.

3-3-1-6 the discriminatory power of the items:

To identify the degree of discrimination of the items of the organizational ethics scale among the members of the research sample, the researchers extracted the discriminatory power of the items, the researchers used the method of the two contrasting groups on the building sample, which numbered (151) of the cadres of DEK2nd, with a rate of (27%) for the upper and lower groups, the arranged the grades of the building sample in descending order (from the highest to the lowest grade), then determined the upper and lower sections by (27%) for each, so the number of members of the upper group became (41) employees and the number of members of the lower group (41) employees. Then the researchers extracted the discriminatory power of the items as shown in Table (3).

Table (3)
The discriminatory power of the items of the organizational ethics scale

Item	lower group		senior group		Calculated (t) value	significance level
	Arithmetic mean	standard deviation	Arithmetic mean	standard deviation		
1	2.21	0.861	5.00	0.000	17.469	0.000
2	1.69	0.471	4.41	0.501	21.332	0.000
3	2.14	0.581	5.00	0.000	26.533	0.000
4	2.24	0.511	4.86	0.351	22.767	0.000
5	2.45	0.736	5.00	0.000	18.667	0.000
6	2.45	0.736	4.86	0.351	15.940	0.000
7	2.00	0.802	4.66	0.484	15.270	0.000
8	2.07	0.753	4.72	0.455	16.259	0.000
9	2.28	0.751	4.79	0.412	15.823	0.000
10	2.31	0.761	5.00	0.00	19.038	0.000
11	1.59	0.501	4.38	0.494	21.377	0.000
12	1.83	0.658	4.48	0.509	17.187	0.000

It appears from Table (3) that all items of the organizational ethics scale were distinguished among the individuals of the construction sample, as they all had a significance level of (0.00), which is smaller than the approved significance level of (0.05), this means that there are statistically significant differences between the average scores of the individuals in the lower group and their average scores in the upper group. Therefore, the items on the scale are considered valid because they can distinguish between the higher and lower scores of the construction sample.

3-3-1-7 internal consistency:

In order to ensure the consistency of the scale items and their consistency with the dimensions to which they belong, and their consistency with the total score of the tool, the researchers extracted the simple correlation coefficient between the items and the dimensions to which they belong on the one

hand, and between the items and the total scale score on the other hand, on the 151 building sample forms. Table (4) shows that.

Table (4)
Internal consistency of the items of the organizational ethics scale

Item	Item correlation with dimension score		Correlation of the item with the total score of the scale	
	degree of correlation	significance level	degree of correlation	significance level
1	0.710	0.000	0.651	0.000
2	0.758	0.000	0.618	0.000
3	0.822	0.000	0.654	0.000
4	0.822	0.000	0.703	0.000
5	0.754	0.000	0.646	0.000
6	0.749	0.000	0.629	0.000
7	0.752	0.000	0.687	0.000
8	0.805	0.000	0.704	0.000
9	0.794	0.000	0.736	0.000
10	0.790	0.000	0.723	0.000
11	0.746	0.000	0.767	0.000
12	0.813	0.000	0.814	0.000

From the observation of Table No. (4), it is clear that all the items were consistent with the total score for each dimension on the one hand, and with the total score for the scale on the other hand, the correlation degrees between the items and the dimensions to which they belong ranged between (0.710-0.822), while the correlation degrees between the items and the total score of the questionnaire ranged between (0.618-0.814), with a significance level of (0.00), which is less than the approved significance level of (0.05). The scale retained all of its vertebrae.

3-3-1-8 stability coefficient using Cronbach's alpha coefficient:

The researchers extracted the stability coefficient of the organizational ethics questionnaire on the questionnaires of the preparation sample, which amounted to (151) forms and included (12) items, and it reached (0.875), and this indicates that the scale has a high degree of stability.

3-3-1-9 Description of the organizational ethics scale in its final form:

The organizational ethics scale of DEK2nd, in its final form, settled on (12) items distributed over (3) dimensions (moral climate, the directorate's social responsibility, and the manager's ethics) and (4) items for each dimension as shown in Appendix (1), these items are answered according to five alternatives (I agree very much, I agree with a large degree, I agree with a moderate degree, I agree with a little degree, I agree with a very little degree), and the weights are (5-4-3-2-1), respectively.

3-3-2 Working stress scale:

Achieving the objectives of the research and answering its questions requires building a working stress scale according to scientific procedures.

3-3-2-1 Determine the dimensions of the working stress scale:

The researchers reviewed the literature, research, scientific studies, and sources related to working stress, and by reading the topic, the researchers developed three dimensions, which are (Work roles disorder, work expectations, and relationships within work), after that, the researchers presented these dimensions to a group of experts and specialists in the field of sports management to adopt them in building a measure of work stresses in DEK2nd, after obtaining the experts' answers, these dimensions were adopted, as the percentages of experts' agreement on them ranged between (77%-98%), as shown in Table (5).

Table (5)
Percentage of expert agreement on the dimensions of working stress

sequencing	The dimension	validity percentage
1	Work roles disorder	88%
2	work expectations	77%
3	relationships within work	98%

3-3-2-2 Drafting the items of the working stress scale:

After the researchers identified the dimensions of the work stresses scale and reviewed the literature, sources, and research with these dimensions, the total items of the scale were (18) items, with (6, 6, and 6) items for the three dimensions, the researchers suggested an answer key consisting of five alternatives: (I agree to a very large extent - I agree to a large extent - I agree to a moderate degree - I agree to a small degree - I agree to a very small degree) and the weights are (5 - 4 - 3 - 2 - 1), respectively.

3-3-2-3 The validity of the content:

In order to reach the validity of the content of the work stresses scale in DEK2nd, the two researchers worked on reviewing scientific sources and studies with the aim of collecting information related to working stress to develop the dimensions that the scale may include, and to form a clear and comprehensive picture that enabled them to formulate the items in a manner consistent with the concept of these dimensions. and its contents.

3-3-2-4 Apparent honesty (the honesty of the arbitrators):

To reach the veracity of the arbitrators for the work stresses scale in DEK2nd, the researchers presented it to the experts in the field of sports management to obtain their opinions about the items of the scale in terms of its validity and suitability for the dimension to which it belongs and for the scale

in general, the percentages of agreement on the validity of the items ranged from (88.5%) to (100%) for all the items except for (4) items, as they obtained rates less than (75%) from the agreement of the experts, so they excluded, and thus the total of the items of the scale becomes (14) items with a value of (6, 4, 4) for the three dimensions.

3-3-2-5 Exploratory study:

After reaching the initial form of the questionnaire, the two researchers applied it to a small group of the research sample, which represents the sample of the exploratory study, consisting of (5) employees, as shown in Table (1), It has been shown through the survey that the items of the scale are clear and the method of answering them is understandable, and the time of answering the scale has approached between (15-20) minutes.

3-3-1-6 the discriminatory power of the items:

To identify the degree of discrimination of the items of the work stresses scale among the research sample, the researchers extracted the discriminatory power of the items, the researchers used the method of the two contrasting groups on the building sample, which numbered (151) of the cadres of DEK2nd, with a rate of (27%) for the upper and lower group, they arranged the grades of the building sample in descending order (from the highest grade to the lowest grade), and then determined the upper and lower sections by (27%) for each, so the number of members of the upper group became (41) employees, and the number of members of the lower group (41) employees, after which the researchers extracted the discriminatory power of the items as shown in Table (6).

**table (6)
The discriminatory power of work stresses scale items**

Item	lower group		senior group		Calculated (t) value	significance level
	Arithmetic mean	standard deviation	Arithmetic mean	standard deviation		
1	2.17	0.759	4.41	0.501	17.441	0.000
2	1.162	0.561	4.34	0.484	21.222	0.000
3	1.97	0.566	4.86	0.351	15.940	0.000
4	0.162	0.494	4.38	0.494	21.377	0.000
5	2.45	0.736	4.96	0.189	20.839	0.000
6	1.59	0.501	4.97	0.186	19.404	0.000
7	2.14	0.496	4.76	0.453	20.221	0.000
8	2.00	0.802	5.00	0.000	20.750	0.000
9	2.10	0.557	4.48	0.509	17.187	0.000
10	2.14	0.743	4.71	0.460	22.198	0.000
11	1.83	0.658	4.41	0.501	21.377	0.000
12	2.00	0.463	4.69	0.471	18.493	0.000
13	1.60	0.494	4.41	0.501	17.441	0.000
14	1.93	0.651	4.34	0.484	21.222	0.000

Table (6) shows that all items of the work stresses scale were distinguished among the construction sample, as they all had a significance level of (0.00), which is smaller than the approved significance level of (0.05), that means there are statistically significant differences between the average scores of individuals in the lower group and the average scores of individuals in the upper group, thus, the items on the scale are considered valid because they were able to distinguish between the higher and lower scores of the building sample.

3-3-2-6 internal consistency:

To ensure the consistency of the scale items and their consistency with the dimensions to which they belong, and their consistency with the total score of the tool, the researchers extracted the simple correlation coefficient between the items and the dimensions to which they belong on the one hand, and between the items and the total scale score on the other hand, on the 151 building sample forms. Table (7) shows this.

**Table (7)
The internal consistency of the items of the working stress scale**

Item	Item correlation with dimension score		Correlation of the item with the total score of the scale	
	degree of correlation	significance level	degree of correlation	significance level
1	0.822	0.000	0.703	0.000
2	0.822	0.000	0.775	0.000
3	0.844	0.000	0.548	0.000
4	0.744	0.000	0.702	0.000
5	0.737	0.000	0.687	0.000
6	0.752	0.000	0.710	0.000
7	0.751	0.000	0.793	0.000
8	0.844	0.000	0.685	0.000
9	0.775	0.000	0.644	0.000
10	0.719	0.000	0.688	0.00
11	0.810	0.000	0.579	0.000
12	0.782	0.000	0.536	0.000
13	0.747	0.000	0.684	0.000
14	0.758	0.000	0.703	0.000

From the first degree, Table No. (7), it is seen that all the items were consistent with the first degree, the degrees of correlation between the items and the dimensions to which they belong ranged between (0.719-0.857), while the degrees of correlation between the items and the total score of the questionnaire ranged between (0.548-0.793), with a significance level of (0.00), which is less than the approved significance level of (0.05). The scale retained all of its vertebrae.

3-3-4 Stability coefficient using Cronbach's alpha coefficient:

The researchers extracted the stability coefficient of the work stresses scale on the preparation sample forms, which amounted to (151) forms and included (12) items, and it reached (0.911), and this indicates that the scale has a high degree of stability.

3-3-5 Description of the working stress scale in its final form:

The work stresses scale in DEK2nd settled in its final form on (14) items distributed on (3) dimensions: disturbance of work roles (6 items), work expectations dimension (4 items), and the relationship within work dimension (4 items) as shown in the appendix (2), These items are answered according to five alternatives (I agree very much, I agree with a large degree, I agree with a moderate degree, I agree with a little degree, I agree with a very little degree), and the weights are (5-4-3-2-1), respectively.

3-4 final application:

The two researchers applied the measures of organizational ethics and working stress during the period from (1/9/2022) to (30/9/2022) on the application sample of (108) employees of DEK2nd, and answered by (98) an employee of them.

3-5 Statistical means:

The researchers used the percentage, the arithmetic means, the simple correlation coefficient, the Alfacronbach coefficient, and the simple and multiple linear regression coefficients.

4) Presentation and discussion of results:

4-1 Presenting the results of the first aim, which states (building a measure of organizational ethics in DEK2nd:

The researchers achieved this goal by reaching the final version of the organizational ethics scale in the second Karkh breeding, by applying the scientific procedures mentioned in the third chapter.

4-2 Presenting the results of the second aim, which states (building a measure of work stresses in DEK2nd): The researchers achieved this goal by reaching the final version of the measure of work stresses in DEK2nd, by applying the scientific procedures mentioned in the third chapter.

4-3 Presenting and discussing the results of the third aim, which states (identifying the level of organizational ethics practice in DEK2nd from the point of view of the working staffs in it), and the two researchers obtained the following results.

Table (8)

Arithmetic means, percentages, and levels of dimensions of the Organizational Ethics Scale

The dimension	Arithmetic mean	percentage	the level
moral climate	13	65%	middle
The directorate's social responsibility	11.6	58%	low
Manager ethics	14.8	74%	high
the scale	40	66.6%	middle

Table (8) shows that the levels obtained by the organizational ethics dimensions ranged between (low, medium, and high), as the (moral climate) dimension got an average level with a percentage of (65%) and an arithmetic mean (of 13), The dimension (Social Responsibility of the Directorate) was at a low level with a percentage of (58%), with a mean of (11.6), The dimension (Manager's Ethics) got a high level with a percentage of (74%) and a mean of (14.8).

The results showed that the organizational ethics in DEK2nd were not high in general, and this is due to the need for applying organizational ethics to major requirements, the first is leaders with written and scientifically studied ethical strategies that work to create a safe moral climate based on renouncing conflicts between its members by informing them of all that is positive in the correct ways of dealing with each other by involving them in training, educational and development courses, in addition to working to highlight the human aspects and moral values they have to be a beacon for their employees and a path that they follow in his footsteps, and implement his policies by establishing a code of conduct that everyone signs, which helps to show the effective images in the work of the Directorate.

This agrees with the opinion of (Al-Houri&Al-Neama,2021) that leadership is the result of acquired experiences and theoretical studies that enable the leader to identify human behavior, reveal individual and collective capabilities, and direct them in certain intended directions, and it depends on the personal characteristics of the leader, his abilities, talents, and capabilities, especially in the sports field.
(Al-Houri & Al-Nama, 2021, p. 114)

4-4 Presenting and discussing the results of the fourth aim, which states (to identify the level of work stresses in DEK2nd from the point of view of the working staffs in it), and the two researchers obtained the following results.

Table (9)
Arithmetic means, percentages, and dimension levels of the working stress scale

The dimension	Arithmetic mean	percentage	the level
Work roles disorder	16.3	54%	low
work expectations	13.5	67.5%	middle
relationships within work	15.2	76%	high
the scale	45	64.3%	middle

Table (9) shows that the levels obtained by the work stresses dimensions ranged from (low, medium, and high), as the (work role disorder) dimension got a low level with a percentage of (54%) and an arithmetic mean (16.3), The dimension (job expectations) was obtained at an average level, with a percentage of (67.5%), and a mean of (13.5), While the dimension (Relationships within work) got a high level with a percentage of (76%) and a mean of (15.2), and the work stresses scale in its overall form got a medium level with a percentage of (64.3%) and a mean of (45).

The results showed that work stresses in DEK2nd were not high in general, and this is due to the directorate's need to define the roles that the workers in the directorate assume in terms of the tasks assigned to them and their suitability for working hours in the directorate, Alleviating the pressures on

workers due to the workload and its inadequacy to their capabilities, as well as taking into account the volume of work assigned to the workers, keeps them from using their rest times to complete their tasks at work, As well as working to educate employees about the roles they occupy so that they can understand the nature of their work and succeed in upgrading it, which prompts them to assume their responsibilities in their practical experiences, whether they were successful or not.

This agrees with the opinion of (Chandola,2010) that there are two main ways to reduce working stress, pressures management training, which focuses on increasing the person's ability to deal with pressures, and organizational interventions in the workplace, as comprehensive approaches that include pressures management training and interventions tend to organization to achieve positive outcomes for individuals as well as organizations.

(Chandola, 2010, p. 22)

4-5 Presenting and discussing the results of the fifth aim, which states (recognizing the role played by organizational ethics in dealing with work stresses for working staffs in DEK2nd from their point of view), and the researchers obtained the following results.

Table (10)
Summary of the simple linear regression and simple regression models for the variables of organizational ethics and working stress

dependent variable	independent variable	correlation coefficient (r)	coefficient of determination (r²)	Calculated (f) value	significance level
working stress	Organizational Ethics	0.702	0.493	67.060	0.000

Table (10) shows that there is a positive significant correlation between the variables of organizational ethics and work stresses of (0.702), the determination coefficient was (0.493), and the calculated (q) value was (67.060), with a significance level (0.000), It is smaller than the value of the approved significance of (0.05), meaning that (49%) of the changes in work stresses are due to organizational ethics, and the rest to other variables.

These results show that organizational ethics had a significant contribution to working stress, and the researchers attribute this to the clarity and consistency of the meanings of the managers' words with their actions, it also gives clear indications about their enjoyment of transparency and honesty in their various dealings in everything related to the activities of the Directorate and the challenges it faces, thus forming a bright image of themselves that attracts cadres to follow their example, in addition to paying attention to these cadres and making them a main color in the board of the integrated directorate, and allowing them to participate in the decision-making process and take their opinions and ideas that are in the interest of work, This is reflected in the increase in the confidence of the cadres in their managers and the sense of mutual reassurance between them, and leads to the achievement of several individual, collective, and institutional outputs indicative of organizational ethics, which results in building effective work relationships that create a healthy climate for relations

within work, and also allows unifying efforts, capabilities, and team spirit towards achieving The objectives of the Directorate are far from conflicts and tensions.

In this regard, (Al-Kawaz&Al-Ashraifi,2021) indicates that the commitment shown by the administrative leadership to ethical practices will increase the feelings of belonging and loyalty of the employee towards the officials and the organization as a whole, this prompts him to do his best at work, and makes him feel job satisfaction, stability, and security, thus raises the rate of achievement at work. The combination of administrative ethics leads to supporting social stability among the cadres, providing an environment conducive to team spirit, increasing productivity, increasing the individual's self-confidence and confidence in the organization, and reducing anxiety and tension between Angels. (Al-Kawaz & Al-Ashraifi, 2021, p. 227)

It also agrees with what was mentioned by (Ingram&Schwepker,2011) that organizational ethics can lead to reducing work-related pressures, and reducing excessive work stresses in unproductive work should be a top priority for these directorates, although some pressures can It is positive, which leads to increased motivation and performance, but it must be controlled to eliminate its negative impact on job satisfaction, organizational commitment, motivation, and performance, as well as the contribution of managers with their high ethics in reducing alienation from work and turnover intentions. (Ingram et al., 2011, p. 118)

5) Conclusions and recommendations:

5-1 conclusions:

1. The researchers verified the effectiveness of the organizational ethics scale in DEK2nd from the point of view of its staff, after reaching its preparation according to scientific procedures.
2. The researchers verified the effectiveness of the work stress scale in DEK2nd from the point of view of its staff, after reaching its preparation according to scientific procedures.
3. DEK2nd has an average level of organizational ethics from the point of view of its staff.
4. The staff of DEK2nd have a medium level of working stress from their point of view.
5. The existence of a correlation and a significant contribution of organizational ethics in DEK2nd in the working stress of its staff.

5-2 Recommendations:

1. The possibility of applying the organizational ethics scale that was reached to other directorates of education from the point of view of its cadres.
2. 2-The possibility of applying the working stress scale that was reached to other directorates of education from the point of view of its cadres.
3. The need for the Ministry of Education and its general directorates of education to develop the perceptions of DEK2nd about the importance of organizational ethics and its role in reducing working stress, by involving them in training courses and special workshops to develop their concepts about organizational ethics, its importance, dimensions, and methods of implementation, and to diagnose the challenges facing it. The work of the staff and the pressures generated as a result of work.

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Appendix (1)
Organizational ethics questionnaire

seq	items	I agree very very much	I agree very much	I agree moderately	I agree small degree	I agree very small degree
1	My department has a written ethics policy					
2	My department requires its employees to sign a Code of Conduct statement					
3	The prevailing ethical behaviors are expected of the managers of my department					
4	Good ethical behaviors are rewarded within my department					
5	My department managers act ethically					
6	Directors of my directorate are characterized by honesty in their dealings within the directorate					
7	Managers' behaviors are consistent with the directorate's stated ethics and values					
8	The directors of my directorates use nepotism in their dealings with cadres					
9	My department offers training in work ethics					
10	My department managers balance business needs with ethical issues appropriately					
11	My department balances its short-term business goals with its long-term need for success					
12	My directors lead by example					

Appendix (2)
Working stress questionnaire

seq	items	I agree very very much	I agree very much	I agree moderately	I agree small degree	I agree very small degree
1	I have enough time to finish my duties in the directorate					
2	I can influence decisions at work					
3	My workload is constantly increasing					
4	My directorate's goals at work are clear					
5	I know the tasks involved in my work in the Directorate					
6	I have complete knowledge about who makes decisions in my district					
7	There is a great understanding among the employees within the directorate					
8	I have good relations with all the employees of the directorate					
9	Directors of the Directorate are keen to properly resolve conflicts that arise within the Directorate					
10	I always get involved in my work within the directorate					
11	I bear the responsibility of working within the Directorate permanently					
12	I work after normal business hours to complete my duties at work					
13	I find it difficult to sleep because my mind is busy with work					
14	I find it hard to meet up with my friends because of the busy work					