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Research Paper

Psychological Security and Its Role in Developing the Job Performance of Physical Education Teachers in Salah Al-Din Governorate

Dr. Mahdi Ali Dweghir^{1*}
Al-Iraqia University, Iraq

Corresponding Author: *Dr. Mahdi Ali Dweghir

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ABSTRACT	Manuscript Info.
<p>The study sought to determine the psychological security and job performance of physical education teachers in the Salah al-Din Governorate, as well as the contribution of psychological security to improving the quality of their work in their respective institutions. It was assumed by the researcher that there is a significant impact of psychological security dimensions on the job performance of physical education teachers in Saladin Governorate and that these teachers have a low level of psychological security and job performance. To address the nature of the current study problem, the researcher employed survey, correlational, and descriptive methodologies. The 250 secondary schools for boys in the Saladin Governorate, or 45.95 percent of the total, may make up the research community. (225) schools, or 94% of the total number of schools with physical education teachers, were chosen and apportioned as follows: 140 teachers, or 62.22% of the construction sample, make up the statistical analysis sample; 10 teachers, or 4.44% of the construction sample, make up the exploratory application sample; and 75 teachers, or 33.33% of the Salah al-Din Governorate, make up the application sample. The researcher came to several conclusions based on the findings of the study, including:</p> <ol style="list-style-type: none"> 1. The feeling of psychological security is one of the foundations of job stability and professional success. 2. The level of performance and functional and creative behaviors of physical Teachers in Saladin Governorate are affected by psychological safety in and outside of school. 3. There is a statistically significant positive correlation between psychological safety and job performance. 	<ul style="list-style-type: none"> ✓ ISSN No: 2584-184X ✓ Received: 19-12-2024 ✓ Accepted: 22-01-2025 ✓ Published: 31-01-2025 ✓ MRR:3(1):2025;26-32 ✓ ©2025, All Rights Reserved. ✓ Peer Review Process: Yes ✓ Plagiarism Checked: Yes
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KEYWORDS: Psychological security, job performance and physical education teacher.

1. INTRODUCTION

Educational and teaching institutions are among the most important pillars of building and developing societies. Accordingly, the hopes of future societies are built by creating and preparing an aware generation capable of serving the community environment to which it belongs and

developing its capabilities in facing difficulties and challenges according to the extent of the effectiveness and awareness of its educational and teaching cadres of their functions and their belonging to that environment. One of the pillars of the success of secondary educational and teaching

institutions is the physical education teacher, as he represents the link between the faculty members on the one hand, and the students on the other hand, as well as between the local school environment and the school administration. Therefore, he faces many pressures and challenges, which requires the advancement of his behavioral and social capabilities and the way of interacting with others. In order for the physical education teacher to be able to carry out his tasks and duties, he must enhance his psychological security to be able to perform his job and thus succeed in improving the outcomes of the physical education lesson.^[1] The need for psychological security is one of the basic needs, the enhancement of which is a fundamental pillar for the compatibility of the physical education teacher with his environment and his ability to establish positive relationships with others and interact with them. Psychological security as a general concept means a state of society that is characterized by reassurance, harmony and balance, and also means stability, psychological stability, independence and control over one's professional and social environment. Psychological security falls within the positive trend in psychology because its existence is evidence of the individual's psychological and physical health, and that the human being is an integrated being that includes the mind and body, and that the pressures he is exposed to show their effect on both sides of job instability, which is reflected in the level of his job performance.^[2] Because the physical education teacher, by virtue of his relationship with the school administration, his membership in many school committees, and his direct dealings through practical physical education lessons, needs to enhance and develop his level of feeling of psychological security to contribute to increasing the level of his job performance and improve the level of physical education and its in-class and extracurricular activities. Therefore, the significance of this study lies mainly in that it considers one of the important concepts in the field of school management (self-safety) as an independent variable related to many organizational, behavioral and performance variables, especially (job performance). the research addressed as a dependent variable, which is reflected in the work of teaching staff, especially physical education teachers. The importance of the research also appears through:

1. To scientifically evaluate the role of psychological safety in the development of the level of work performance of physical education teachers.
2. The significance of the workplace as one of the domains that encompasses the school community and its physical education-focused cadres.
3. To provide, through its results and recommendations, a reference for experts in the field of psychology and their understanding of the extent of the positive impact of improving the psychological safety of physical education teachers and its impact on their work performance. The higher their level of psychological safety, the higher their level of work performance, which has a positive impact

on their level of effectiveness in the school environment and their level of partnership with the social environment to which they belong.

Research problem

By reviewing the reality of Saladin Governorate Secondary School Administration, the researcher noticed that there is a difference in the mechanism and how some administrations deal with teaching cadres within the environment of a single school, especially with regard to physical education teachers, and the extent of taking into account the provision of a job environment that contributes to their feeling of psychological security to contribute to improving their professional performance, thus positively affecting the results of the physical education lesson. Developing and enhancing the level of psychological security is a basic condition for the integration of the functional and social personality, its balance and integration in performing its functions and reducing anxiety, tension and psychological pressures, especially among physical education teachers.

On the other hand, if the school management fails to follow the above points, it will make the school cadres feel unclear, unfair and unjust, which is reflected in the performance level, sense of belonging, fear and tension. These all indicate that the psychological safety level of educators, especially physical education teachers, is low and they fail to achieve the school's goals according to the development plan that is consistent with the vision and mission of the future school.

Accordingly, the research questions consist of the following questions:

1. How safe are Saladin Province's physical education instructors psychologically?
2. How well do Saladin Province's physical education instructors perform?
3. Does the growth of physical education instructors' job performance in Saladin Province depend on psychological safety?

2. RESEARCH OBJECTIVES

1. To determine the level of psychological safety of Saladin Governorate's physical education instructors.
2. To determine the level of Saladin Governorate physical education instructors' work performance.
3. To determine the role of psychological safety in improving the job performance level of physical education teachers in Saladin Governorate.

Research hypotheses

1. The psychological safety level Saladin Province has a dearth of physical education instructors.
2. Physical education teachers in Salah al-Din Governorate have a low level of job performance.
3. There is a significant effect of psychological security dimensions on the job performance of physical education teachers in Salah al-Din Governorate.

Research field

Human field: Saladin Governorate's physical education instructors for the current school year.

Time field: The period from 10/1/2023 to 2/1/2024.

Spatial field: Boys' secondary schools in Salah al-Din Governorate.

3. RESEARCH METHODOLOGY

Since "the method is a method of thinking and working that the researcher adopts to organize, analyze, and present his ideas and then reach reasonable results and facts about the phenomenon that is the subject of the study," it was necessary to follow a certain approach to accomplish the goals of the study, which were based on its nature, problem, and objectives [3]. Therefore, the researcher used a descriptive approach combined with survey and correlation methods to suit the nature of the current research problem.

The research community and its sample

The research community is defined as "all individuals of the phenomenon that the researcher is studying" [4], as the researcher who prepares his research in studying a phenomenon or problem identifies the audience for their study or research community according to the issue, phenomenon, or topic it selects [5]. The research community may have consisted of (250) secondary schools for boys in Salah al-Din Governorate, representing a percentage of (45.95%). (225) schools were selected from the schools that have physical education teachers, representing (94%), as shown in Table (1).

Table 1: View the number of secondary school and physical education teachers by region in Saladin Governorate

S	City name	Total number of schools	Number of boys' schools	Number of physical education teachers	%
1	Al-Tawz	42	25	25	11.11%
2	Balad	22	9	8	3.55%
3	Amerli	10	5	4	1.77%
4	Al-Dhuluiya	27	7	6	2.66%
5	Al-Ishaqi	32	5	5	2.22%
6	Samarra	77	39	35	15.55%
7	Baiji	42	21	19	8.44%
8	Al-Dur	25	10	8	3.55%
9	Tikrit	69	39	33	14.66%
10	Al-Alam	28	12	9	4%
11	Al-Shirqat	86	58	54	24%
12	Al-Dujayl	48	10	10	4.44%
13	Yathrib	36	10	9	4%
Total		544	250	225	
Percentage		100%	45.95%	90%	100%

It was distributed as follows: The statistical analysis sample (140) teachers, representing a percentage of (62.22%) of the construction sample, the exploratory application sample consists of (10) teachers, representing a percentage of (4.44%) of the construction sample, and the application

sample (75) teachers of physical education teachers in Salah al-Din Governorate, representing a percentage of (33.33).

Data collection methods

The method by which the researcher collects data and which he uses in his current research is:

- Psychological safety scale.
- Job performance scale.
- Arabic and foreign references.
- Calculator type (Toshiba) No. (1).

Field research procedures

In order to achieve the objectives of this study, there is a need to provide psychological safety and job performance scales for physical education teachers in Saladin Governorate. For this purpose, the researcher used psychological security and job performance scales.

1. Psychological Security Scale

The scale was presented to experts and specialists in the field of general and sports psychology. The psychological security scale consisted of (57) paragraphs distributed over (5) areas, which are (psychological balance, external threats, health and job concerns, educational and sports reinforcements, and external relations). The questionnaire paragraphs are answered according to five alternatives, which are (always - often - sometimes - rarely - never), and weights are given to them (5-4-3-2-1) for positive paragraphs and (1-2-3-4-5) for negative paragraphs. The highest score obtained by the respondent is (285) and the lowest score is (57) and the hypothetical mean is (171).^[6]

2. Job performance scale

The researcher used the scale prepared by (Hikmat Abdul Jalil Ismail, 2023) () with its four dimensions, which are (educational performance, job duties, behaviors, and social responsibility), which consisted of (39) phrases according to five alternatives, which are (Applies to me very strongly, Applies to me strongly, Applies to me moderately, Applies to me slightly, Does not apply to me) and they received weights (5-4-3-2-1) for positive paragraphs and (1- 2-3-4-5) for negative paragraphs. By presenting the axes and expressions in the scale to professional experts and asking for their opinions on the validity of the scale dimensions, it was found that the consensus rate of the four dimensions reached (100%), allowing the researcher to use the highest score of the respondents in his study was (195), the lowest score was (39), and the average score was assumed to be (117). 2-4-3
Objectivity of the scale: These two scales are characterized by their phrases being formulated in a multiple-choice method.

3. Stability of the scales

In addition to the scientific basis that the scale must-have, the researchers pointed out that its stability is one of the basic requirements that the scale must have. Stability refers to "the

accuracy of the scale's observations and the absence of contradictions within itself, as well as the consistency and consistency of the information it provides us about personal behavior, and the goal of stability is to evaluate the scale's errors and strive to reduce the errors (if any). In order to test whether the scale of this study has stability characteristics, the researchers used Cronbach's alpha method and half-split method to extract the overall correlation values of the two scales. Table (2) shows these values.

Table 2: Show Cronbach's Alpha and Split-Half Reliability Coefficient in the Psychological Security and Job Performance Scales

S. No	Scale	Cronbach's Alpha	Spearman-Brown	Total correlation
1	Psychological security	0.943	0.915	0.955
2	Job performance	0.921	0.923	0.959

4. Exploratory application of the two scales

In order to know the extent of the clarity of the instructions of the psychological security and job performance scales and their phrases, and in order to reveal the phrases that are ambiguous in terms of their formulation, language or content, as well as to know the time taken to answer the two scales, the researcher selected a sample from the research community of (10) teachers of physical education in Salah al-Din Governorate, representing a percentage of (4.44%) of the building sample, and the exploratory experiment was conducted on them on 12/15/2023, and it was found that the instructions and phrases were clear, and that the time taken to answer the two questionnaires ranged between (14-16) minutes.

5. Final application of the two scales

The scales (psychological security and job performance) were applied to the application sample, which numbered (75) teachers of physical education in Salah al-Din Governorate, representing a percentage of (33.33) of the research community, for the period from (18/1/2024) to (27/1/2024). The researcher distributed the forms to physical education teachers electronically, and the method of answering each scale was explained by choosing an alternative from the five alternatives to decide the answers to the statements. Emphasize that all the statements should be answered accurately, no statement should be left out, and only one option should be selected, as the answers to each scale form are the same, then collect the form from it.

4. RESULTS AND DISCUSSIONS

Presentation, analysis and discussion of the results:

Hypothesis 1: The psychological safety level of physical education teachers in Saladin Province is low.

Table 3: Show mean, standard deviation, percentage of relative importance and level of the (psychological security) scale

Variables	Mean	STD	Percentage	Level
Psychological security	80.176	8.513	61.19%	middle

Table (3) shows that the variable (psychological security) came at a level of (average) with a percentage of the relative importance of (19.61%). This result does not agree with the research hypothesis, which assumed that physical education teachers in Salah al-Din Governorate possess a low level of psychological security. The researcher attributes this result to the variable (psychological security) through its five dimensions to the fact that these teachers possess a varying level of psychological balance in their ability to confront external threats in terms of material and financial resources and the security and health situation in the internal and external school environment, and the extent of cooperation of parents. On the other hand, reducing sports lessons, which negatively reflects on the lack of awareness and clarity of its importance and the level of cooperation between them and the administrations and staff of their schools and the Sports Activity Directorate in educational and developmental programs for their professional competence and developing their effectiveness in volunteering to work in voluntary service and health activities and developing fraternal relations between students and spreading the spirit of brotherhood and love due to their feeling that their role is being limited by their ministry. This was indicated by (Mahdi Al-Kanani (1989) stated that the essence of security is affected by the system of beliefs, values, trends, and common ethics in society and that God Almighty linked reassurance and psychological security to the extent of man's relationship with Him in order to achieve human happiness that God wanted for man and to bring him out of darkness into light and from fear and worry into security and psychological reassurance.^[7]

Hypothesis 2: Physical education teachers in Saladin Province have low job performance.

Table 4: Display the (job performance) scale's level, mean, standard deviation, and percentage of relative relevance

Variables	Mean	STD	Percentage	Level
Job performance	86.189	0.479	69.08%	Good

Table (4) shows that the variable (job performance) came at a level of (average) with a percentage of the relative importance of (08.69%). This result does not agree with the research hypothesis, which assumed that physical education teachers in Salah al-Din Governorate have a low level of job performance. The researcher attributes this result to the variable (job performance) through its four dimensions to the fact that physical education teachers in Salah al-Din Governorate have remarkable professional experience through their ability to deal with psychological difficulties and contribute to finding solutions to the job problems they face in the school environment and outside it at a varying level, as well as in their choice of teaching methods in their lessons. As the research results showed, the performance level of these teachers was affected by the lack of sports equipment and the level of response of their school

administrations to meet the needs of physical education lessons in their schools, which is reflected in increasing their level of job loyalty and developing and improving their job performance in their schools.^[8] Job security helps to build a mutual sense of belonging between managers and employees, thus promoting employee

integration. Willingness to make extra efforts and cultivate their sense of belonging.

Testing the third hypothesis: (There is a significant effect of psychological security dimensions on the level of job performance)

Table 5: Show testing the effect of psychological security on job performance

Variables	(r) Correlation coefficient	Job performance				T		Researcher's decision
		Coefficient of determination R2	F Calculated	Slope coefficient B	Calculated	Sig.		
							Constant	
Psychological security	0.617	0.326	8.112	0.474	9.043	0.000	Accept the hypothesis	
N	106							
df	105							

Table (5) shows that the coefficient of determination for psychological security in explaining job performance reached (0.326), which means that psychological security explains only (32.6%) of the change in the level of job performance, while the remaining percentage of (67.4%) is due to other factors that were not included in the model, and the model is significant and valid for analysis according to the calculated (F) value of (8.112) and at a significance level of (0.000) which is less than the fixed value (0.05). In addition, according to the slope coefficient (B), it reached (0.474), which is a significant effect according to the calculated (T) value of (9.043) and at a significance level of (0.000), as it was shown that Performance levels of physical education teachers in Saladin Governorate is due to certain percentages to the psychological security they enjoy in their schools, which contributes to raising the level of their job performance, taking into account the individual differences between these teachers due to the skills, knowledge and job

abilities they enjoy. And the extent of its employment in favor of physical education lessons and its classroom and extracurricular activities. Muhammad, 2005, states that adopting an administrative and organizational strategy to develop a human and professional relationship between teaching staff by creating a safe and stable work environment contributes to raising the level of belonging to teaching staff and their professional effectiveness.^[9] And Then the regression equation is:

$$Y = 0.728 + 0.474 X1 \dots \dots \dots (1)$$

Where X1 = psychological security, Y = job performance. In order for the researcher to determine which dimensions of psychological safety have the greatest impact on job performance, he used a multiple regression method to test the hypothesis to determine the impact of psychological safety dimensions on job performance. After the analysis, the results are shown in Table (6).

Table 6: Show the impact of psychological security dimensions on job performance

Dimensions	Job performance							Researcher's decision
	Coefficient of determination R2	Corrected coefficient of determination R2Adj	F Calculated	Slope coefficient B	T		Sig effect	
					Calculated	Sig.		
Constant				0.274	5.064	0.001	Sig.	Accept the hypothesis
Psychological Balance	0.562	0.432	217.167	0.712	12.562	0.000	Sig.	Accept the hypothesis
External Threats				0.428	7.728	0.000	Sig.	Accept the hypothesis
Health and Functional Concerns				0.781	13.516	0.000	Sig.	Accept the hypothesis
Educational and Sports Enhancers				0.893	19.618	0.003	Sig.	Accept the hypothesis
Social Relationships				0.455	9.835	0.000	Sig.	Accept the hypothesis
N				75				
df	74							

The researcher found in light of the vision of the contents of Table (6) that the dimensions of psychological security varied in their levels of influence on job performance, as they

explained a percentage of (0.432), but the largest percentage of this influence was in the dimension (educational and sports reinforcements) based on the slope coefficient for job

leadership, which reached (0.893), which is a significant influence according to the value of (T) amounting to (19.618), and that the model is valid for analysis according to the value of (F) amounting to (217.167). This indicates that the level of job performance among physical education teachers in Salah al-Din Governorate is attributed to the role of the dimension (educational and sports reinforcements) and its role in the effectiveness of the influence of the remaining four dimensions of job guidance (psychological balance, external threats, health and job concerns, and social relations) to raise the level of performance of physical education teachers according to the administrative methods adopted by their administrations in dealing with their staff, including education teachers, to enable them to carry out their teaching tasks and develop their social relations in strengthening partnership. Community with the school environment and gain its satisfaction. Manal (2016) states that leadership represents the essence of the administrative process to direct the group towards good performance and achieve cooperation among them by distributing job responsibilities among them in a harmonious and consistent manner in an administrative atmosphere that allows them to express their opinions and follow up on the level of their job capabilities to evaluate and assess them in order to develop their performance and increase their level of job loyalty to improve the outcomes of the physical education lesson.^[10] Despite the role of the remaining dimensions of the psychological security scale (psychological balance, external threats, health and job concerns, and social relations), this effect varied in proportions between these dimensions, as all of these dimensions are capable of raising the level of performance of physical education teachers in their schools, but they did not realize the importance of what these dimensions provide in achieving the foundations and pillars of their job performance in those schools except in the dimension (educational and sports reinforcements) through what this dimension constitutes of an important role in developing job performance, which in turn develops the level of efficiency and efficiency of physical education teachers' work performance. The following is the regression equation:^[11]

$$Y = 0.274 + 0.712X_1 + 0.428X_2 + 0.781X_3 + 0.893X_4 + 0.455X_5 \dots\dots\dots (2)$$

Where X_1 = psychological balance, X_2 = external threats, X_3 = health and job concerns, X_4 = educational and sports reinforcements, X_5 = social relations, Y = job performance. In other words, there is a clear connection between the two ideas, with one enhancing the other. Therefore, enhancing teachers' sense of institutional belonging—which is regarded as one of the fundamental mechanisms for institutional improvement and management development—is the means by which physical education teachers' performance and teaching outcomes are improved^[12].

CONCLUSIONS

1. The dimension (educational and sports reinforcers) has a fundamental role in the effectiveness of the impact of the other four dimensions of the psychological security scale (psychological balance, external threats, health and job concerns, and social relations) to improve the level of performance of physical education teachers functionally.
2. The feeling of psychological security is one of the foundations of job stability and professional success.
3. Physical education teachers in Salah al-Din Governorate realize the role of psychological security in developing their harmony and compatibility with their school home.
4. The level of performance and functional and creative behaviors of physical education teachers in Salah al-Din Governorate are affected by the level of psychological security in and outside the school environment.
5. There are differences in the job performance of physical education teachers in Saladin Governorate.
6. Physical education teachers in Saladin Governorate are committed to teaching using traditional teaching methods and technology.
7. Physical education teachers in Saladin Governorate strive to build positive relationships in the school environment and promote community partnerships.
8. There is a statistically significant positive correlation between psychological safety and job performance.

Recommendations

1. Encouraging secondary school administrations to adopt the foundations and dimensions of psychological security adopted in this study to manage and lead their schools and staff, especially physical education teachers, to develop their job performance and professional effectiveness.
2. Adopting educational and teaching institutions to raise awareness programs to reduce psychological pressures, anxiety and tension among teaching staff in secondary schools, especially physical education teachers.
3. Activating the role of educational media to develop the level of professional confidence and broadcasting psychological guidance programs to enhance psychological and environmental security through publications and guidance posters.
4. Directing physical education teachers to teach using modern teaching methods in their schools to develop the foundations of their job performance.
5. Involving physical education teachers in Salah al-Din Governorate in training and development courses to improve their job performance and develop them professionally.
6. Not assigning physical education teachers in Salah al-Din Governorate with tasks that are not related to their specializations, which negatively affects their job performance.
7. Conducting comparative studies between the level of psychological security and job performance among male

and female physical education teachers in Salah al-Din Governorate.

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