جامعة الموصل
كلية التربية للعلوم الإنسانية
قسم العلوم التربوية والنفسية

الإدارة الإلكترونية وعلاقتها بالأداء المتميز لتدريسيي كليات التربية في جامعة الموصل

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رسالة ماجستير

العلوم التربوية والنفسية / علوم تربوية

بأشراف

الأستاذة الدكتورة

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المستخلص بلغة الرسالة

استهدف البحث الحالي التعرف على الإدارة الالكترونية وعلاقتها بالأداء المتميز لتدريسيي كليات التربية في جامعة الموصل في ضوء المتغيرات (الجنس، المرتبة العلمية، التخصص) ، من خلال الإجابة على الأسئلة التالية :

1. هل هنالك فرق ذو دلالة إحصائية عند مستوى دلالة (0.5) في مستوى الإدارة الالكترونية ومستوى الأداء المتميز مقارنة مع المستوى الفرضي ؟
2. هل هناك فرق ذو دلالة إحصائية عند مستوى دلالة (0.5) في مستوى الإدارة الالكترونية ومستوى الأداء المتميز تبعاً لمتغيرات (الجنس، المرتبة العلمية، التخصص) ؟

تكون مجتمع البحث من جميع أعضاء الهيئة التدريسية في كليات التربية لجامعة الموصل والبالغ عددهم (976) تدريسيًا للسنة الدراسية 2021/2020 وقد تم اختيار (256) تدريسي وتدريسية عينة للبحث وبنسبة (27%) الى المجتمع الكلي .

ولأجل قياس متغيري البحث قام الباحث بأعداد مقياسي الإدارة الالكترونية والأداء المتميز، وقد تم التحقق من الصدق بأنواعه الثلاثة للمقياسين بعرضهما على مجموعة من الخبراء المختصين في العلوم التربوية، كما تم التحقق من ثباتهما بطريقتي إعادة الاختبار، إذ بلغت قيمة الثبات للمقياسين (0.98) و (0.83) على التوالي، والثانية بأستعمال معادلة الفا كرونباخ، إذ بلغت قيمة معامل الثبات (0.84) و (0.86) أيضًا على التوالي، ولقد عولجت البيانات باستعمال : معامل إرتباط بيرسون، وإختبار التائي لعينة واحدة ولعينتين مستقلتين، واختبار (z) لدلالة معامل الارتباط .

وتوصل الباحث لعدد من النتائج هي :

1. تمتع أعضاء الهيئة التدريسية لكليات التربية في جامعة الموصل للاقسام (العلمية والإنسانية) بمستوى فوق المتوسط من الإدارة الالكترونية.
2. يتمتع أعضاء الهيئة التدريسية لكليات التربية في جامعة الموصل للاقسام (العلمية والإنسانية) بمستوى فوق المتوسط من الأداء المتميز.
3. ترتبط الإدارة الالكترونية إيجابيًا بمتغير الأداء المتميز، أي كلما زاد عمل أعضاء الهيئة التدريسية من خلال الإدارة الالكترونية والاطلاع على المستجدات العلمية الحديثة وتقديم ماهو افضل، ارتفعت درجة أدائهم نحو التميز .

وفي ضوء النتائج أوصى الباحث بزيادة الدعم لأعضاء الهيئة التدريسية بتوفير البرامج والورش التدريبية التي تعمل على تطوير أدائهم من خلال الإدارة الالكترونية وتبني فلسفة الأداء المتميز من قبل هذه الكليات من أجل وصول أعضائها لأداء فوق المستوى الطبيعي.

تأييد المشرف

أؤيد المستخلص في الاستمارة مطابق للمستخلص في الرسالة

أ.د. وفاء محمود يونس

توقيع مسؤول شعبة الدراسات العليا

أ.م.د. ظفر عبدالرزاق ذنون

Research Summary

The current research aimed to identify electronic Administration and its relationship to the outstanding performance for staff teaching faculty at the University of Mosul in light of the variables (gender, academic rank, specialization) by answering the following questions:

1. Is there a statistically significant difference at the level of (0,05) in the level of electronic Administration compared with the hypothetical average?
2. Is there a statistically significant difference at the level of (0,05) in the level of electronic Administration according to the gender variable (males, females)?
3. Is there a statistically significant difference at a significant level (0,05) in the level of electronic Administration according to the scientific rank variable (teacher and assistant teacher - professor and assistant professor)?
4. Is there a statistically significant difference at the level of (0,05) in the level of electronic Administration according to the variable of specialization (scientific - humanitarian)?
5. Is there a statistically significant difference at the level of (0,05) in the level of outstanding performance compared with the hypothetical average?
6. Is there a statistically significant difference at the level of (0,05) in the level of outstanding performance according to the gender variable (males, females)?
7. Is there a statistically significant difference at the level of (0,05) in the level of outstanding performance according to the scientific rank variable (teacher and assistant teacher - professor and assistant professor)?

8. Is there a statistically significant difference at the level of (0,05) in the level of outstanding performance according to the variable of specialization (scientific - humanitarian)?
9. Is there a statistically significant correlation between the mean of electronic Administration and the outstanding performance according to the gender variable (male, female)?
10. Is there a statistically significant correlational relationship in the average of electronic Administration and outstanding performance according to the scientific rank variable (teacher and assistant teacher - professor and assistant professor)?
11. Is there a statistically significant correlation between the average of electronic Administration and the distinguished performance according to the variable of specialization (scientific - humanitarian)?
12. Is there a statistically significant correlation relationship at (0,05) between the variables of electronic Administration and the outstanding performance of teaching faculty at the University of Mosul?

The research community consisted of all the faculty members in the Faculties of Education at the University of Mosul, who were (976) teaching staff for the 2020/2021 academic year, and (265) teaching and teaching personnel were selected for the research, with a ratio of (27%) to the total community.

In order to measure the research variables, the researcher prepared the two scales of electronic Administration and outstanding performance, and the self-validity and apparent validity of the two scales were verified by presenting them to a group of experts specializing in educational sciences. (0.83) and (0.91), respectively, and the second using the Cronbach Alpha equation, as the value of the stability factor was (0.84) and (0.86), respectively, and the data were treated using: Pearson

correlation coefficient, T test for one sample and two independent samples, and (z) test for the significance of the coefficient The link.

The researcher reached a number of results:

1. The faculty members of the Faculties of Education at Mosul University for the departments (scientific and humanitarian) enjoy an above-average level of electronic Administration.
2. The faculty members of the Faculties of Education at the University of Mosul for the departments (scientific and humanitarian) enjoy distinguished performance with an above average degree.
3. The faculty members were equal in their assessment of the level of electronic Administration in the variable (scientific rank), while it was found that there are differences attributed to the variable (gender, specialization).
4. The faculty members were equal in their assessment of the level of outstanding performance in the variable (specialization), while it was found that there are differences attributed to the variable (gender, academic rank).
5. Electronic Administration is positively related to the outstanding performance variable, meaning that the more the faculty members work through electronic Administration and are aware of recent scientific developments and present what is better, the higher the degree of their performance towards excellence.

In light of these findings, the researcher put forward a number of recommendations, including:

1. Supporting the faculty members by providing training programs and workshops that work to develop their performance through electronic Administration, as these training programs and workshops work on getting acquainted with the developments of the educational process

and modern teaching methods and methods, as well as working on exchanging experiences between them.

2. Encouraging faculty members in the colleges of the University of Mosul to see and participate in electronic Administration, open horizons for communication and communication between some on the one hand and between them and their students on the other, and to overcome the difficulties that hinder the educational process.
3. Increase the support provided to faculty members at the University of Mosul by providing all the requirements for carrying out electronic administration from computers and electronic communication and communication systems.
4. The importance of the Deanship of the Faculties of Education adopting the philosophy of outstanding performance, in order for its members to reach outstanding performance above the normal level, by issuing a system of rewards and material and moral incentives in appreciation of their efforts.
5. The importance of developing electronic administrative units in each of the colleges of education and linking them to the center, to facilitate the work of faculty members and facilitate their scientific and practical tasks.
6. Facilitating the participation of a faculty member in conferences, seminars and specialized courses, which helps distinguish their abilities and performance.
7. Attention to the professional development of faculty members, especially in the field of information technology and dealing with modern technologies, which helps in speedy communication with their colleagues from regional and international universities.

The researcher suggested conducting similar studies, but in other variables, including:

1. The effect of a training program to enhance the level of electronic Administration among the faculty members of the Faculties of Education at the University of Mosul.
2. The level of outstanding performance of faculty members at the University of Mosul in light of the European Model of Excellence, EFQM.
3. The distinguished performance of the faculty members and its relationship to the academic achievement of the students of the University of Mosul.
4. The level of electronic Administration for faculty members in Iraqi universities (a comparative study).

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Electronic Administration And It's Relationship to Outstanding Performance for staff Teaching Colleges Of Education at The University of Mosul

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A Master thesis
Educational and psychological Sciences
Educational sciences

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