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## Organizational development and its impact on supervisory performance efficiency of the physical education

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### Abstract

The aim of the research is to find out The aim of the research is to identify the role of organizational development and its impact on the efficiency of the performance of physical education supervisors in the central and southern regions The researcher used the descriptive survey method, as the research community included (106) supervisors with a rate of (94%) of the community, and he built the organizational development scale and used the SPSS statistical bag. The researcher concluded That there is a relationship with a significant effect between the variables and the dimensions of the organizational development scale and its impact on the efficiency of the performance of supervisors in the education directorates in the central and southern regions. The researcher recommends Work on training supervisors on an ongoing basis to raise and improve the level of their organizational performance, as well as work to create an appropriate and stable work environment within the supervision departments in the directorates of education.

**Keywords:** Organizational, supervisory, physical education

### Introduction

The term organizational development has been used in governmental and private organizations and institutions since the mid-fifties of the last century, and it is still continuing due to its necessity. Organizational development in educational institutions aims at self-improvement of the supervision departments and focuses on change in formal and informal procedures. The world of management today seeks change and organizational development, which requires keeping pace with developments to meet the requirements of change and solve problems. Organizational development in schools is Harmonious, planned and continuous effort in an organized and steady manner aimed at improvement and development Organizational development has gained great importance in all organizations and institutions due to its association with several factors Such as the administrative organization, organizational structures and work procedures, and seeking to simplify them through training supervisors and creating the appropriate environment and conditions for their work, which improves their performance. Therefore, supervision has become one of the most important factors that contribute directly to development, because educational supervision is the link between curriculum and application, and the process of evaluation and development is based on it, so it has become one of the necessities of the evaluation process in order to reach the best results and educational training methods (Khaled, 2006, 44) <sup>[7]</sup>. Educational supervision is an educational process that aims to raise the efficiency of workers in the field of education from physical education teachers, especially training and supervising new teachers. their directorates in order to advance the educational process (Al-Azzam, 21, 2002) <sup>[1]</sup>. Educational supervision is a scientific one that aims to provide multiple technical services that include the teacher, the learner and the educational environment, in order to improve the educational conditions. And scientific.

### Research problem

The routine and administrative complexity in the supervision departments requires striving and

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confrontation to implement organizational development, which encounters many difficulties, including the challenges of successive development, whether in the administrative aspects. Or technical or social, and the information technology revolution, etc. Hence, the research problem can be summarized as follows.

- What are organizational development and its impact on the efficiency of the performance of physical education supervisors?
- The sub-questions are:
- What is the impact of legislation and regulations on the efficiency of the performance of physical education supervisors?
- What is the effect of procedures and work methods on the efficiency of the performance of physical education supervisors?
- What is the effect of re-engineering on the efficiency of the performance of physical education supervisors?

### Research goals

1. Building a measure of organizational development and its impact on the efficiency of the performance of physical education supervisors
2. Knowing the impact of legislation and regulations on the efficiency of the performance of physical education supervisors. 2
3. Knowing the impact of procedures and work methods on the efficiency of the performance of physical education supervisors
4. Knowing the impact of administrative re-engineering on the efficiency of physical education supervisors

### Research areas

- **The human field:** Physical education supervisors in the central and southern regions.
- **Spatial domain:** Supervision departments in the education directorates of the central and southern governorates.
- **Time range:** Starting from 2/21/2022 until 10/12/2022.

### Research procedures

#### Research methodology

The descriptive survey method was used to suit the nature of the research problem.

### Research community and sample

The community consisted of (106) supervisors, while the research sample included (100) supervisors, constituting (94%) of the community.

### Search tool

The study relied on the questionnaire as a main tool for collecting data related to the subject of the research

Design the questionnaire to obtain the data that help him interpret the results of his research

It includes the dimensions and paragraphs that were prepared and formulated after the arbitration process.

The scale consisted of (48) items distributed on (5) of five dimensions

- Engineering
- After simplifying procedures and working methods 2
- After legislation, regulations and laws
- After the development of human resources

After raising the efficiency of the performance of supervisors According to the answer alternatives

**Table 1:** Organizational development

Organizational development				
Very big	Big	Middle	A little	A little bit
5	4	3	2	1

The researcher adopted the following division in order to determine the degree of the arithmetic mean for each field of research, as used in the study of each of (Al-Hamdoun and Al-Athamna, 2001) <sup>[8]</sup> and (Al-Adaili, 2010).

(1-1.80) indicates a very low degree

(1.81-2.61) indicates a low degree

(2.62-3.42) denotes an average score

(3.43-4.23) indicates a high degree

(4.24-5) indicates a very high score

### Virtual honesty

After preparing a measure of organizational development and its impact on the efficiency of the performance of supervisors, in its initial form, the questionnaire was presented to a group of experts and specialists, and their observations were taken, and the questionnaire was approved in its final form, and reliance was placed on virtual honesty to measure their paragraphs, which is done by making sure that the scales actually measure their intended purpose. Apparent validity indicates that the tool is valid if its appearance indicates that it is related to the validity of the scale in order to ensure that this tool is suitable for data collection.

### Exploratory experience

9 The researcher conducted an exploratory experiment on a sample of 6 on Sunday corresponding to 11/2022 supervisor, in order to reach a clear and accurate questionnaire that expresses the role of organizational development and its impact on the efficiency of performance.

The supervisors, as well as to ensure the clarity of the paragraphs and see the extent to which the sample of supervisors responded to the paragraphs of the questionnaire and rephrase some of the incomprehensible and unclear paragraphs of the research sample

### Constancy

The researcher then tested the credibility and stability of the scales used in the questionnaire, and Cronbach's alpha coefficient was used to verify the stability of the questionnaire in the research, through statistical analysis "SPSS", as the value of Cronbach's alpha coefficient was 0.82, which is a high stability ratio, and by using split half The correlation coefficient between the two halves of the test was (0.78), and the Spearman-Brown equation was used. The total stability reached (0.82) and the stability was high. Thus, the scale is ready for application.

### Final description of the scale and its application

The scale consisted of (48) paragraphs distributed over (5) dimensions of the scale. It is after re-engineering (8) paragraphs, and after simplifying procedures and work methods it consists of (7) paragraphs, after legislation, regulations and laws it consists of (8) paragraphs After developing human resources, it consists of (7) paragraphs, after raising the efficiency of the performance of supervisors, it consists of (7) paragraphs The total score for the scale ranged from (48-240) degrees, with a hypothetical average of

(144). This indicates that the higher the score of the respondent, it indicates the presence of a high degree of supervisors in development and raising their efficiency, and the lower the score of the respondent, it indicates that there is no organizational development and the efficiency of supervisors decreases.

### The ultimate application of scale

For the purpose of reaching the goal of the research, the researcher distributed the organizational development questionnaire to the basic research sample, and after answering it, the test forms were collected.

### Statistical means

SPSS statistical bag to process the data

Presentation and discussion of results

In order to answer the research question, the arithmetic mean and standard deviation of the scale paragraphs were extracted, and the researcher adopted the following scale in this research to estimate the degree of the examinees

(4.21 and over) = very large

(3.41-4.20) = large

(2.61-3.40) = mean

(1.81-2.60) = few

(less than 1.81) very little

**Table 2:** Shows the arithmetic means and standard deviations of organizational development

The number	Paragraph	Arithmetic mean	Standard deviation	Class
1	The sports supervisor participates in the supervision department in developing plans	3.68	0.79	High
2	The sports supervisor evaluates the plans related to the physical education lesson curriculum	3.23	0.87	Middle
3	The supervisor works with the supervision department in drawing future plans	3.39	0.88	Middle
4	The supervisor urges teachers to be innovative in preparing curricula and plans	3.27	0.95	Middle
5	Participates in all courses and workshops	3.25	0.93	Middle
6	The supervisor monitors the extent to which the set goals are achieved	2.94	1.02	Middle
7	The supervisor discusses all the programs that raise the skill level of the students	2.88	0.94	Middle
8	Supervision defines goals and methods of achieving them with supervisors	2.51	1.17	Low
9	Supervision contributes to the work of regulations and systems for the organization of work	3.12	0.88	Middle
10	The supervisor is keen to attend the special meetings of the supervision departments	3.55	0.92	High
11	The supervisor participates in all committees assigned to him	3.74	0.77	High
12	Taking into account the work assigned to the supervisor in the distribution of tasks	3.20	1.04	Middle
13	The supervisor follows up the application of the curricula through visits	2.44	1.14	High
14	Overcome all obstacles facing teachers	2.31	0.96	Low
15	Supervision works to innovate new methods in the administrative organization	2.60	0.75	Low
16	Supervision departments emphasize human relations at work	3.40	0.78	Middle
17	The supervisor presents a program for external activities	3.33	0.84	Middle
18	The supervising departments encourage students and take care of them	3.12	0.93	Middle
19	Supervisors work to make school sports a success	3.70	1.15	High
20	The supervision department develops supervisors and provides them with everything new in the administration	2.60	1.80	Low
21	The supervision departments deal with all that is negative	2.89	0.82	Middle
22	Supervision urges taking into account the personal and professional needs of supervisors	3.76	0.76	High
23	Supervision accepts the opinions and observations of sports supervisors	3.10	1.13	Middle
24	The supervision department organizes meetings for sports supervisors to exchange expertise and experiences among them	3.55	0.86	High
25	Supervision sends letters of thanks And appreciation to distinguished sports supervisors	3.63	0.79	High
26	The supervision department develops the interaction skills of sports supervisors	2.51	1.12	Low
27	Supervision departments develop supervisors' skills through special courses	3.10	0.82	Middle
28	The supervision departments develop the skills of oral and written expression of the ideas of sports supervisors	2.12	0.85	Low
29	Supervision departments follow formal and informal administrative communication methods	2.60	1.22	Low
30	Designing professional development programs for sports supervisors	3.17	0.81	Middle
31	Supervision departments train supervisors to develop appropriate educational plans	2.61	0.76	Middle
32	Supervision departments are working on how to benefit from modern educational experiences	2.79	1.01	Middle
33	Supervising departments make their own efforts to continue the professional growth of supervisors	3.45	0.87	High
34	Drawing up new policies that are in line with reality	2.99	0.74	Middle
35	Supervision provides constructive feedback on the course of the educational process	3.89	0.83	High
36	Supervision defines modern methods of evaluating supervisors	3.04	0.75	Middle
37	The supervision department follows up on its evaluation provisions	2.62	0.84	Middle
38	Supervision departments need more powers	2.88	1.12	Middle
39	Use of electronic governance	2.69	0.69	Middle
40	Prevent duplication of work between departments	3.10	0.87	Middle
41	Urges supervisors to be accurate and objective in evaluating performance	3.40	0.85	Middle
42	Using the self-evaluation method for supervisors	2.18	1.05	Low
43	Supervision departments contribute to setting standards for the quality of administrative work	3.54	0.86	High
44	Supervision seeks to bring about a change in the work mechanism	3.39	0.77	Middle
45	Supervision is concerned with the scientific foundations	3.96	0.84	High

46	Supervision departments seek to achieve institutional accreditation	2.13	1.21	Low
47	Focus on monitoring to follow up on business	3.73	0.79	High
48	Setting goals that are consistent with quality standards	2.74	0.83	High

**Table 3:** Shows the arithmetic means and standard deviations of the dimensions of organizational development

The number	the field	The middle Arithmetic	Standard deviation	Class
	After re-engineering	3.14	0.94	Middle
	After simplifying procedures and working methods	2.99	0.92	Middle
	After legislation, regulations and laws	3.23	1.02	Middle
	After the development of human resources	3.03	0.91	Middle
	After raising the efficiency of the performance of supervisors	3.22	0.85	Middle
	Overall score for dimensions of organizational development	3.07	0.90	Middle

It is clear from Table (3) that the degree of organizational development was at an average level of (3.07) and a standard deviation of (0.90). This indicates an average degree for the sports supervisors in the development of the school.

The researcher believes that the role of the supervision department did not take its real role in developing the supervision department and the physical education supervisors for the development of school sports.

The researcher also sees that the level is average for the dimensions of the scale in the limitation of the school joint works that link the sports supervisor, the physical education teacher and the supervision department, and that re-management operations and work on developing human resources are not the supervision department, especially since the supervisor is considered an important element in directing the educational process and achieves the goals set by following up the plans and being careful not to deviate from the goals, and the laws need to be reconsidered to suit the nature of the changes that take place in the educational systems, especially in the requirements of the growth of societies and socialization.

### Conclusions

1. There is a statistically significant relationship between re-engineering (reengineering) and the development of supervisors' competence.
2. There is a rise in the respondents' responses about simplifying work procedures and methods, which indicates a
3. There is a statistically significant relationship between work procedures and methods and the development of supervisors' competence
4. The results of the statistical analysis showed in the dimension of legal legislation and regulations laws and the development of the competence of supervisors.
5. There is a serious effort by the supervisors to develop the work entrusted to them and a real desire to strive for organizational development.

### Recommendations

1. The researcher recommends selecting the best qualified teachers for nomination to the supervision departments according to specific criteria.
2. Work to create a stable administrative work environment with a future vision within the supervision departments
3. Work on training supervisors continuously to raise and improve the level of their organizational performance and career.
4. Striving to follow modern standards and methods in evaluating the programs offered by the supervision departments.

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