

Psychological well-being and its role in the performance of local administrations

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Analytical study in the center of Maysan Governorate

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ABSTRACT

The purpose of this research is to investigate the relationship between psychological well-being and the performance of local administration in the office of Maysan governorate, and based on the stratified sample, 102 questionnaires were distributed to the staff working in the office of Maysan governorate, and only 85 questionnaires were obtained for statistical analysis with a response rate of 83%. And it was analyzed by the SMART PLS and SPSS v.24 programs, and it showed a knowledge gap related to determining the nature of the relationship between psychological well-being and the performance of local administration, and it showed a direct relationship of influence between psychological well-being and the performance of local administration, and the scarcity of studies that concerned with determining the nature of the relationship between psychological well-being. And performance

Key words: psychological well-being, performance of local administrations, Maysan governorate office

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The first topic: Research methodology

First: the research problem.

Due to the prominent role that local administrations play in providing services to community members, they are therefore a distinct and unique entity in its activities and goals. In order for this entity to achieve success in its work, it must provide all the appropriate conditions that enable its staff to provide the best services, and among the behavioral concepts through which human behavior is understood and interpreted within organizations is psychological well-being, which is based on its intellectual construction on the theory of the Six-factor model. Model (2008, Ryff & Singer) Whenever the individual realizes that the organization cares about his well-being and happiness, and works to achieve his psychological and social needs and treats him well, he will reciprocate its dealings and reflect on the organization's performance. According to the above, the study problem can be summed up with a gap between the proposal The ideology mentioned above, and what is present in our local organizations, especially the local administration in Maysan, is under discussion, as it appeared through the researcher's experience of the research community that there is weakness in the local administration regarding the use of the current behavioral concepts on the basis of sound scientific foundations that can improve their performance in the future. As this weakness can lead to problems in its

regulatory environment if it is not able to avoid it at the present time.

The research problem can be summarized in a chief question that is:

Does the local administration in Maysan governorate seek to diagnose the psychological well-being in it and indicate its impact on performance?

Second: The importance of research

The importance of research is evident in the theoretical and field frameworks by trying to present the role of psychological well-being that organizations (local administrations) can use in improving their performance. Likewise, the importance of this research stems from focusing on the importance of positive psychology, and the introduction of positive psychology focuses on its pioneer (Seligman, 1998). His concern is not only about the weaknesses, but also the strengths of the individual (Keyes et al, 2003: 55). As the positive aspects became more concerned with the negative aspects by researchers in psychology and the science of organizational behavior (Field & Buitendach, 2011 (Nelson & Cooper, 2007 Gable & Haidt, 2005)). The researcher agrees with the ideas (Seligman, 1998) that the positive aspects of the individual should be given great importance. And that there is an academic gap related to the need to pay attention to the positive aspects greatly.

Third: The objectives of the research

The main objective of this research is to try to verify the relationship between psychological well-being and performance. The research deals with a contemporary issue in business management thinking and behavioral thinking represented in analyzing the impact of psychological well-being on the performance of local administrations, which is a challenge for contemporary service organizations and verifying the readiness of the local administration in Maysan governorate to adopt the dimensions of well-being. Mental

Fourth: The hypothetical outline of the research

Based on a group of theories (positive psychology theory and performance theory) and studies of each of (The Six-factor Model theory (2008, Ryff & SingerYuklan, 2000)), the researcher developed a hypothesis diagram showing the nature of the relationship between the variables, as shown in Figure (1) below

the performance

Psychological well- being

Fifth: Research hypotheses

Main hypothesis: There is a significant and positive relationship affecting psychological well-being in performance

Sixth: Description of the research population and sample

The research community consists of (102) employees (a group of department directors and divisional officials in the governorate office whose characteristics appear in Table (1), and a questionnaire was distributed to them, the paragraphs of which were formulated based on tight measures related to the two variables of the research to suit the environment of the researched organization, and (85) were retrieved. A valid questionnaire with a response rate of 83%. The data were analyzed using the statistical program (SPSS, v24).

Building a search scale:

For the purpose of measuring the research variables, it has been relying on measures obtained from foreign and modern Arab sources as much as possible, and used to suit the researched environment. Table () presents the components of the measurement tool, the number of paragraphs for each variable, and the sources that have been adopted in their development and construction.

Table (2) Dimensions of the measuring instrument and the approved sources in (the questionnaire)

C. Dimensions of the measuring instrument.

Methodology of measurement. Number of measurement items. Approved sources

1 Psychological Well-Being Descriptive (2008, Ryff &

Positive self-esteem and description

□ Descriptive social relationships

Psychological happiness is descriptive

2 personal growth is descriptive

Local administration performance SingerYuklan, 2000

The second topic, the theoretical side

First: Psychological Well-Being:

The concept of Psychological Well-Being is considered a pivotal and main concept in positive psychology because of its prominent position in the history of human thought, and everyone in different cultures sought psychological well-being as a supreme goal of life, due to its association with positive mood, satisfaction with life, and quality of life. Self-fulfillment, happiness and optimism, although the primary goal of psychology is to help the individual live the good life in which he feels psychological well-being. For many years, psychologists ignored the positive feelings of personality, and negative emotions such as anxiety and depression, psychological stress, and pessimism remained the most addressed and concerned in their research and studies (Al-Kanani, 2018, 39).

And that the advancement of the human being is the main goal of psychology in the past and present, but the treatment mechanism followed in this has differed, as for many years the focus has been on diseases and psychological disorders such as depression, anxiety, anomalous behavior and other negative aspects in a person's life and neglecting many positive aspects that a person possesses such as happiness, optimism and psychological toughness. Satisfaction with life, a sense of the meaning of life and other human forces and virtues, and this neglect appears evident in the acute shortage of research on the positive aspects, as some researchers indicate that the percentage of psychological studies related to negative cases compared to positive cases has reached (1:17). This is only limited to studies and research, but extended to include treatment plans in which attention focused on modifying negative patterns of behavior and treating them without working on knowledge of developing the strengths that individuals possess, which will be reflected positively on the individual and society, but in the eighties of the twentieth century a shift occurred in

the course of psychology, The number of published research papers on happiness, hope and satisfaction with life has quadrupled (from 200 papers per year). To 800) where psychologists alerted to the need to pay attention to psychological issues that seek to understand the feelings and positive aspects of human behavior, and work to build strength and virtue with the aim of seeking the development and advancement of societies and not only on the development of individuals, and as a result positive psychology appeared and this science aims to achieve A systematic understanding of the powers possessed by the individual, groups and societies in a manner that contributes to their growth and prosperity, and the use of the information obtained in this field to develop effective means for bringing about positive changes (Abd Ahmad and Farhan, 2018, 522) and addressed (Aziz, 2017, 58). Definition of luxury. It represents a point of equilibrium between the individual's resources and the challenges he faces.

2- Dimensions of psychological well-being:

Ruff (1989) postulated a multidimensional model of Psychological Well-Being consisting of six different dimensions: Self-acceptance, Positive relations with others, Autonomy, Environmental mastery,

Purpose in life and personal growth (Ruff, 1989a, p.1069). These six dimensions of psychological well-being can be illustrated as follows:

1. Self-acceptance:

Self-acceptance is a matter of great importance in mental health, and the absence of an individual's ability to accept oneself without restriction or condition can lead to a variety of emotional difficulties for the individual, including: anxiety, depression, and the inability to interact positively with others and lack of control. On anger. (Conscientious, 2019, 17-18)

2. Positive relations with other:

It is the development of feelings of warmth, confidence, intimate relationships with others, concern for the interest of others, the ability to sympathize and cooperation, and the work of a balance in relations with others in order to make them happy. Positive relationships are the satisfaction, conviction and confidence of a person in relations with others that relate to the well-being of others, the ability to show sympathy and affection, and are concerned with the exchange of human relationships (Al-Kinani, 2018, 44)

The ability of the individual to form and establish mutual positive social relations and relationships with others on the basis of friendliness, sympathy, mutual trust, understanding, influence, friendship, and give and take (Ismail and Taha, 2019)

3. Autonomy:

This indicates the person's ability to walk according to his own thoughts and pursue his personal convictions and beliefs, even if these are against accepted principles or conventional wisdom, and it also indicates the ability to be alone if this is necessary and to live independently. (Al-Saadi, 2020) , 78)

4. Environmental mastery:

The individual's ability to choose and create appropriate environments for his psychological state is defined as a special feature of mental health, a high degree indicating that the individual possesses a sense of mastery and competence in managing the environment, controlling a range of environmental activities, effective use of surrounding opportunities, and choosing or creating contexts appropriate to needs and values. Personal, while a low score indicates that the individual has difficulty managing daily affairs, feeling unable to change or improving the surrounding contexts, ignorant of the opportunities surrounding him, and lacks a sense of control over the outside world. (Al-Khattaba, 2021, 208)

5. Purpose in live:

This dimension relies heavily on the existential perspective, as it depends on the orientation and the creation of a meaning for life. In his definition of maturity, Alport indicated that there is a clear understanding of the purpose in life, including a sense of direction and purpose. Ideas and beliefs that give a sense of purpose and meaning in the present and past life, and the walk An effective partner in life activities. (Abdelbagi, 2020, 113)

6. Personal growth:

This dimension indicates a feeling of continuous development, openness to new experiences, a sense of realizing potential and improvement in self and behavior over time, growth in a manner that reflects more self-knowledge, increasing its activities, expanding work and interest in life, and the ability to continuously develop new attitudes and behaviors, as it represents a continuous process. Of learning, improvement and maturity (Abdel-Baqi, 2020, 113)

Second: the performance of local government

1 - Local government or (regional administrative decentralization) is one of the methods of administration that works to distribute the administrative powers and administrative powers of the state on a regional basis between the central government and between local bodies that exercise their authority within a specified scope according to the law,

and under the control of the state and this is what It is concerned with the self or local government. (Messenger, 2017, 13)

(Sebti, 2016, 18) indicated that the applications of administrative decentralization depend on the distribution of the administrative position between the central government and locally independent units that have legal personality as it is characterized by the presence of local elected popular participation in addition to achieving it by increasing the efficiency and quality of the state's administrative function and simplifying administrative procedures, allowing the choice of the administrative method. The appropriate thing is to reduce the central authorities, as well as to consolidate and deepen democracy.

2- The concept of administrative performance

Performance is an essential and important concept for business organizations in general, as performance is a broad concept and its contents are renewed and developed with the change of the components of the organization, and its development of all kinds, as performance is one of the basic concepts for managers at all organizational levels, and for all types of organizations, and that the outputs of this performance may be exciting. Harmful to the profits of the organization, or it may be the basis for its survival and enhancing its competitiveness (Al-Khafaji, 2017: 41). It is also difficult to measure the performance of employees in public organizations in the absence of total quantitative performance indicators. There are also qualitative indicators that provide an overview of employee motivation, drive, ability, and commitment to values and teamwork. These aspects are not easy to elucidate, in both the private and public sectors (Drumea & Cristina, 2014).

3- Dimensions of job performance

Most researchers and writers agree on five main dimensions of administrative performance, which are (efficiency, effectiveness, quality, time, and customer satisfaction)

First: Efficiency: It is the ability to reduce the waste of available resources, through the optimal and appropriate use of resources, according to quality standards and cost determination. Sharaf al-Din, 2012, 51)

Second: Effectiveness

Organizational effectiveness is the essence of the organization's theory and position, and it is an accepted term in the organization, but it is difficult to measure and define, because it helps managers in their management, as it is a guide for them in performance and a guide for administrative departments, for example, marketing leads to increasing returns and

market share, and financial concepts make managers deal well with investing money in The organization and the operations management work to create efficient production processes, and accounting principles give information to help managers in various fields and it is defined as "the degree to which the organization achieves its goals" (Daft, 2001,68)

Third: Quality

The word quality has been used in different forms in order to express different views, as there is no specific definition of it, it does not mean things for many individuals with different entrances to reach by its pioneers and researchers, although it is not tangible, but at the same time it is real, clear and required by The users of goods and services alike, and at the same time, its end is open and its standards are relative from one individual to another, and the higher levels of it can only be reached through study, organization and creativity (Saleh, 2007, 8)

Fourth: Time (speed of completion of work)

The importance of time is that it is one of the resources that cannot be compensated or renewed, as it is a capital and not an income, which must be used in the best way at every moment because it is diminishing and goes without return, and time is one of the main resources in the field of business management (Hassan, 2018, 39))

Fifth: customer satisfaction

This dimension includes both internal customers (workers in the organization) and external customers (beneficiaries of the services of the organization). The measurement of the performance of internal customers relates to several indicators such as (the degree of skill of workers and their maintenance of working times, the rate of employee turnover, is there a mutual trust between workers each other? And between them and the administration? Is the required training available ...). The success of the organization is measured by the extent of customer satisfaction with it (Mahmoud, 2013, 402

The third topic: testing research hypotheses

The effect coefficient (Beta) and the determination coefficient (R²) and their level of significance will be estimated, in addition to testing the correlations between the two variables of the research. The researcher assumes one main hypotheses stipulating that there is an influence relationship for psychological well-being (X) on administrative performance (Y), and four sub hypotheses have also been assumed: It states that there is an influence relationship for the organizational dimensions of leverage (positive rating (X1), social relationships (X2), psychological happiness

(X3), personality growth (X4)). The application program (SMART PLS) was used to calculate the results, which are as follows:

Main hypothesis: The researcher assumes the existence of a significant and direct m-effect relationship for psychological well-being in administrative performance, and this indicates that the dependent variable is a real function of the independent variable. And that any desired change in psychological well-being will lead to a change in the same change in

administrative performance. For the purpose of testing the effect hypothesis, the simple regression method was adopted according to the structural equation (SEM-PLS) provided by the application program (SMART PLS). The significance and the standard value that the researcher assumed is (0.05) as Table (21) shows some statistics that show the standard deviation with beta and correlation factor (Figure 28) as well as the level of interpretation of the (independent variable) of the variance ratio occurring in the (dependent variable), and the results They are as follows

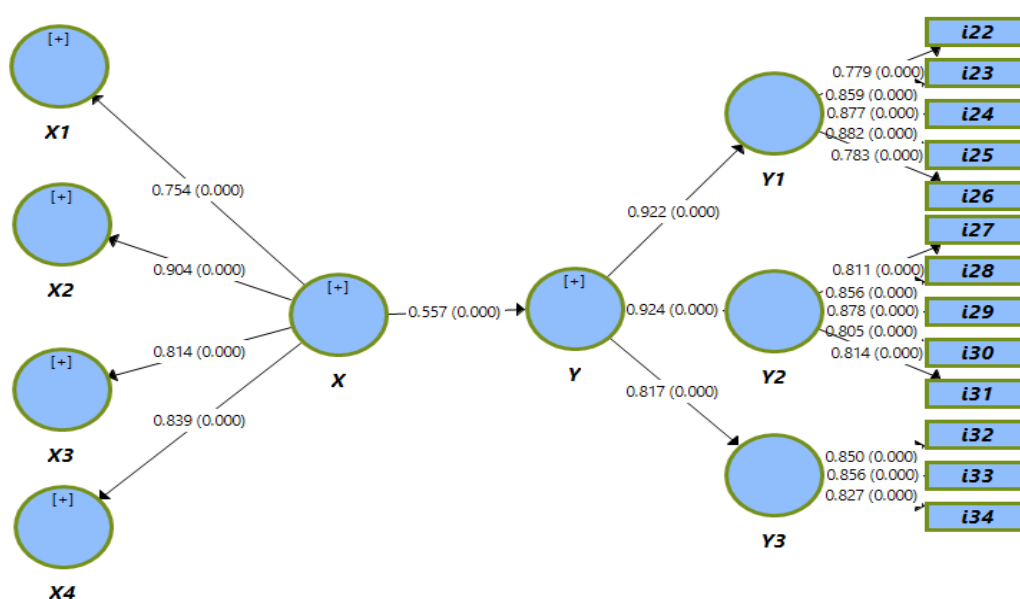


Figure (2) the influence relationship coefficient for psychological well-being in administrative performance and the level of morale

Source: Prepared by the researcher for accreditation (SMART PLS)

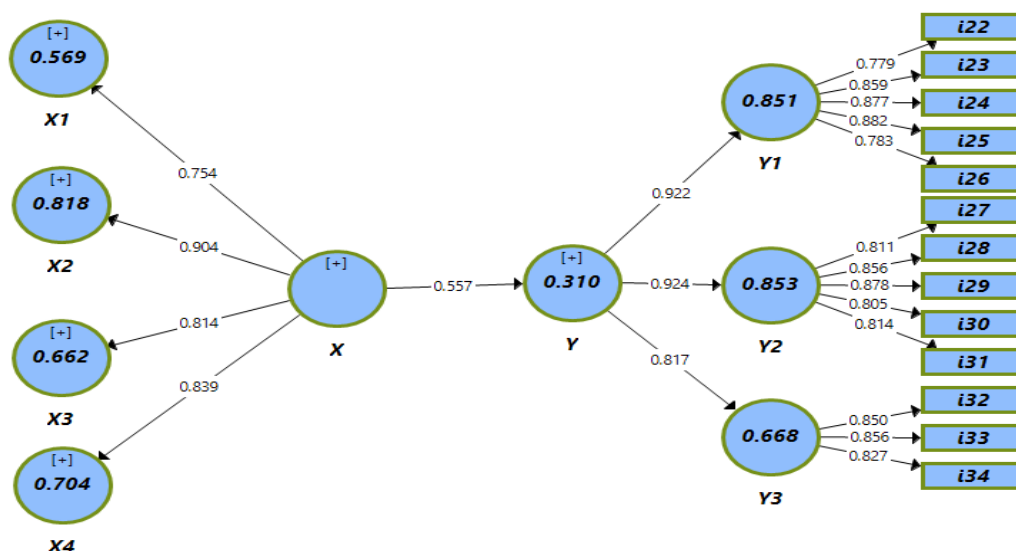


Figure (3) Factor determining psychological well-being in administrative performance and the level of morale

Table (1) the results of the (simple regression) analysis of psychological well-being in administrative performance and the level of morale

	Original Sample (O) نسبة التأثير	R	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values مستوى المعنوية
X -> Y	0.557	0.572	0.096	5.773	0.000

Between the results of both Fig. () And Table (1) (Determination Coefficient (R²) of (0.31), as (Determination Coefficient) indicates that psychological well-being is explained by the ratio of variance in administrative performance by (0.31) and the remainder was not included in the research dimensions, as it showed Table () that the impact factor was estimated as (0.557), meaning that psychological well-being will increase administrative performance by an expected amount (0.557), which is of significant significance at a significant level (0.05), and according to the results, the main hypothesis is accepted

The fourth topic, conclusions and recommendations

First: the conclusions

1- Modern studies call for the application of a new philosophy, which is the philosophy of orientation towards a positive life in organizations and the rejection of all that calls for negativity, according to the perspective of positive psychology, being one of the psychological sciences that has emerged recently to change the management's view of individuals towards reciprocal relations based on strengthening aspects Positivity in the organizational life of the individual.

2- Contemporary organizations have changed their current orientation from their focus on the physical dimension in work relations to their focus on the spiritual and psychological dimension. Many theories of psychology and sociology, which focus on positive aspects in an individual's life, have reflected their effects on the performance of their organizations.

3- The results showed that the sample had psychological happiness in the first category, followed by social relations, then positive self-esteem, and in the last interest of the sample is personality growth.

4- The results showed that the administrative performance ranking was the highest concern in achieving the beneficiaries' satisfaction, followed by the interest in the time component and finally the quality component.

5- The results prove that positive self-esteem will affect the enhancement of administrative performance, which indicates that the more colleagues appreciate their

colleague's work, the positive results will be achieved in increasing the quality of performance and improving it and trying to provide the best.

6- The results proved that psychological happiness has a significant role in enhancing administrative performance, that is, the more the employee is happy with his ability to obtain everything he needs in his work and his continuous moral support will increase his efficiency and enhance performance permanently.

7- The research found that growth in the employee's personality, meaning that there is room for developing skills, administrative stability and feeling happy, will lead to the employee's ability to creativity and innovation.

Second: Recommendations

1- It is necessary for local administrations to reconsider the way of thinking about the mechanism of dealings that take place between them and their employees, especially the study sample, as their dealings must be based on sound exchange frameworks that allow building a solid social identity that contributes to enhancing their motivation and activity to perform the work and tasks assigned to them with dedication. Sincerely.

2- It is the responsibility of local administrations to pay their staff to the positive performance that affects their giving by providing means of happiness at work based on the data of the theories of psychology and sociology.

3- It is imperative to give utmost importance to the employee's behavior, which the research focused on, which is psychological well-being and scientifically dealing with subordinates and beneficiaries, because the behavioral factor will negatively or positively affect what the employee provides in terms of work and thus will affect the work output completely.

4- It is always necessary that local administrations work to motivate and enhance the positive side of the same

employees by reducing problems among colleagues and achieving adequate harmony between employees.

5 - Whatever the social relations are very important at work, but they should not exceed the established limits because it will be a waste of time and do not achieve the desired administrative performance.

6- It is very necessary that all the resources that the employee needs in his work, including material and financial, are provided in order to accomplish the work in a manner that enhances administrative performance.

7 - It is imperative that a stable environment be provided for the employee, feeling comfortable and taking care of his affairs and financial needs that are compatible with the work he performs because this leads to an increase in administrative performance and the presentation of ideas that increase performance permanently

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