



## The Decent Work Impact in Enhancing Job Immersion/ An Applied Research in Labour and Vocational Training Directorate

**Assistant Professor Doctor .Areej Saeed  
Khaleel (1)**

Middle Technical University, Iraq

[dr.areejsaeed@yahoo.com](mailto:dr.areejsaeed@yahoo.com)

**Researcher :Zahraa Abbas Ali huseen (2)**

Middle Technical University, Iraq

[zahraa.abbas@gmail.com](mailto:zahraa.abbas@gmail.com)

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### Abstract:

The research aims to identify decent work and its impact in enhancing job immersion. The questionnaire was adopted as a tool to analyze the sample responses of (81) workers to represent an estimated response rate of (88 per cent) out of the total population of (92) individuals. The research adopted descriptive-analytical approach, and reliability calculation, arithmetic means standard deviations, relative importance, and regression analysis adopted on SPSS v.25. The conclusion shows that there is a medium correlation between decent work and job immersion, and there is a low impact of decent work with its dimensions in job immersion; extract the most important acceptable components for job from the sample point of view about the open query of decent work. As well as practical implications highlighting the workers' rights in Vocational Training Directorate in Iraq built on sound foundations that are guided by quality and acceptability by having decent work standards and enhancing job immersion. The research provides value, most notably interest to safe working conditions, and transfer of workers from a situation of worry to a stable situation by reducing the terms of the contract service period, and conversion of temporary contracts to permanent members.

Paper type: Research paper

**Keywords:** Decent Work; Safe Working Conditions; Healthcare; Job Immersion; Activity.

(1)(2) Researcher, Department of Total Quality Management Technologies, Technical College of Management- Baghdad.

**Introduction:** In the context of the continuous development around the world regarding labour standards and the efforts provided by the international labour organizations and various three production parties (Government, Employers and Workers) to improve working conditions. Any person has the right to obtain a work or job that enables him to live with dignity and raise the levels of acceptability and access to quality. Decent work has emerged as one of the important topics based on international human rights standards, International Labour Organization conventions, labour law and social security law. Decent work quality is the basis for peace in society to deliver the voice of workers and recognizes their role, especially in Iraq's multicultural society, which is relatively rich and unequal in reality, despite the existence of the Labour Law No. (37) of 2015 and Social Security Law No. (39) of 1971, because the worker is a judge on the change extent and the impact of the quality of work in his vocational life. In addition to the vision of the Labour and Vocational Training Directorate to deliver the decent work, therefore, the current research sheds light on the attempt to achieve job immersion, which is a basis for expressing an understanding of organizational behavior and its role in improving the quality of provided services, work management and the ability to adapt that stems from individual motivation, which contributes to sustainable development.

To achieve the phenomenon of job immersion requires decent and safe working conditions for workers at the highest possible levels of quality, and acquiring skills that fit meet the needs of the labour market to reach the individual protection and contract with them regardless of the type of work sector, whether it is public or private, as well as, create equal opportunities for all whether gender, income level, or socio-economic background.

In order to build the intellectual frame and provide essential information related to the research variables, some previous studies on the variable of decent work and job immersion are addressed, as shown in appendix A. Previous studies have taken care of decent work and job immersion separately. The current research is one of the first attempts to test the relationship between decent work and job immersion and an attempt to link them in the researched organization. The research was unique in reversing the usual application mechanism by studies and researches in terms of controlling private or mixed sector projects and workplaces covered by the provisions of labour and social security laws. Applying the current research in the organized government sector to monitor and implement a decent work environment and workers' protection.

The research includes hypotheses. The questionnaire is adopted as the main tool for research, including (27) paragraphs covering the research variables for a sample of the temporary contract category randomly because the community is homogeneous. Statistical methods are used to reach the desired results; the research is divided into the theoretical frame, which includes decent work and job immersion, and the practical frame that includes research methodology, and the results and discussion of the descriptive analysis of the research. Finally, the research deals with conclusions and recommendations.

## **Theoretical Frame**

### **1. The Concept of Decent Work**

Decent work was first mentioned in item 23 of the United Nations Universal Declaration of Human Rights in 1948, through this concept, "a societal issue at an international level is one of the goals set by the United Nations within the framework of sustainable development for the year 2030, in order to promote comprehensive and sustainable economic growth, full and productive employment and decent work for all." This concept is inspired by the agenda of the International Labour Organization, which provides guiding principles highlighting actions to be taken, to promote sustainable and equitable working conditions, develop social protection, and access social dialogue for workers, this initiative constitutes a necessary framework for promoting decent work (Cohen-Scali et al., 2018: 95).

International organizations have made theoretical efforts to put the quality of employment in the concept of decent work as a result of the increasing importance that aspects of labour quality have acquired, the quality of work-life is mostly related to workers' evaluations of their jobs and work-life balance, the quality of work often focuses on the content of the job and the work environment, whereas the quality of employment or decent work that includes all of the above (Burchell et al., 2014: 462- 463). The concept of decent work from the point of view of occupational psychology and career guidance is that " Focusing the psychological perspective of decent work on the impact of work in the well-being of individuals, mental health and identity" (Masdonati et al., 2019: 13).

The theme of sustainable development is achieved through the concept of decent work at intersection of the economic and social fields, and the idea of equity appears, at the intersection of the social and environmental fields, we find the idea of livability, and the intersection of the fields of environment and economics shows the idea of viability, and the combination of the three fields together indicates sustainable development (Makhlof, 2021: 226). From the above, the two researchers know the concept of decent work that, decent quality in which the individual enjoys essential functions at work and humanity, blessed with complementary values, safe conditions in the workplace, adequate compensation and access to health care, with the availability of time for non-work related activities.

### **2. The Importance of Decent Work**

The importance of decent work can be explained:

**2.1 Minimalist and realistic:** It should achieve minimum measurable standards and requirements in the place and conditions of work.

**2.2 The perfect method:** Decent work describes work that is free from any compulsion. It gives worker opportunities to improve skills, expand knowledge, develop competence, and learns self-discipline. (Cohen-Scali et al., 2018: 231-232).

As for (Fabio & Kenny, 2019:3), they identified the importance of decent work with four elements; (a) Freedom of formation unions and collective bargaining, (b) Fairness "Gender equality and social equality", (c) Social and economic security, and (d) Human dignity "Promote rights at work".

### 3. Decent Work Foundations

The foundation of decent work quality includes (Edralin, 2016: 5-6):

**3.1 Job opportunities:** Organizations' efforts to provide job opportunities for individuals that include all economic activities including unpaid work and paid work, in both the formal and informal sectors.

**3.2 Productive work:** Work policies should cover motivating individuals to ensure sustainable productivity.

**3.3 Equality at work:** Women and men need equal opportunities and no discrimination at work.

**3.4 Security at work:** There should be provisions to provide financial protection for workers, reducing the insecurity associated with job loss and pensions.

**3.5 Work representatives:** Enables workers to join associations collectively to represent their interests, freedom to express their concerns, and participate in decision-making on terms and conditions of work. Figure (1) shows the interrelationship of the four axes of decent work developed by Ghai.

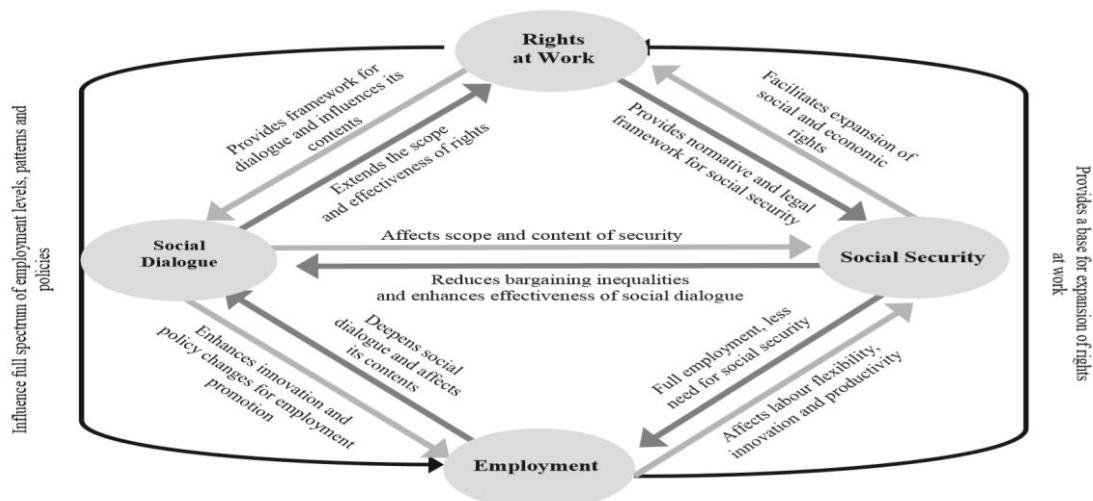


Figure 1: The interrelationship between rights at work, employment, social security and social dialogue.

Source: Edralin, Divina M., (2016), Good Work Through Decent Work: Practices of Sixteen Unionized Firms in the Philippines, DLSU Business and Economics Review, Vol. 26(1), p: 5.

### 4. Decent Work Components

Suggest (Duffy et al., 2016: 130-141) that decent work has components that include:

**4.1 Safe working conditions,** for example absence of physical abuse, mental and emotional, or assurance and job security.

**4.2 Working hours** that allow for adequate spare time and rest.

**4.3 Organizational values** that complement family and social values.

**4.4 Adequate compensation.**

**4.5 Getting health care.**

It was confirmed by (Duffy et al., 2017: 1) the decent work theory is achieved when all these components are available, and accordingly, these components were adopted as a measure of decent work for the current research.

## **5. Job Immersion Concept**

Job immersion refers to the apparent feelings of enthusiasm, activity, and happiness, while the appearance of stress, laziness and dissatisfaction represents job burnout, according to Erickson that the concept of job immersion "far exceeds job satisfaction or loyalty to an employer, meaning the desire making efforts to help an employer succeed"(Kuok & Taormina, 2017:263). The concept of job immersion was introduced in the 1990s by Khan when he noticed that job immersion is based on incentives and compensation to meet the individual needs of the worker (AL Atwi & Hamid, 2019:117), also defined the concept of job immersion positive psychological state, highly active, great endurance, happy interest in work, passion, motive, it indicates a permanent emotional state, and not just a fleeting emotional state" (Ancarani et al., 2019: 2). It is clear from the above that the two researchers define the concept of job immersion as the worker's passion and preoccupation with work, loyalty, dedication and activity in the performance of tasks, thus, the feeling of alienation at work is absent, a result of the availability suitable working conditions.

## **6. The Importance of Job Immersion**

Job immersion is of great importance; whether at the level of workers or organizations summarize them as follows:

6.1 Immersion contributes to making the worker ready to capture opportunities in pursuit of growth (Shaheen & Farooqi, 2014: 13).

6.2 Contributes to increasing the productivity of workers, as they have positive feelings towards work, and the ability to manage personal resources, which affects in psychological and physical factor (Langenhoven, 2015: 16).

6.3 Contributes to reducing job turnover and achieve an increase in job satisfaction, creativity and innovation, quality, productivity and customer loyalty (Newton, 2015: 12).

6.4 Contributes to a direct impact in the length of stay of the individual working with the organization, and make him one of the defenders of the organization's outputs (Priyadarshini, 2016:12).

6.5 Job immersion is one of the tools for achieving organizational effectiveness, as it reduces the ill health of workers (AL Sharifi, 2016: 113).

## **7. Factors Affecting Job Immersion**

Among the most important factors affecting job immersion that most researchers have addressed are:

7.1 Job immersion increases when employees are praised by work officials, individuals show their interest in leadership and its commitments towards them (Chandani et al., 2016:2).

7.2 Job immersion depends on wage culture, as financial and non-financial rewards, such as appreciation and provides care which creates a commitment factor for a high level of immersion (Dajani, 2015: 140).

7.3 Relationships with the work team affect job immersion; it was found that the stimulus and trying new ways in the work, it has a correlation and effect with career immersion (Nagaraj, 2016: 101).

## **8. Dimensions of Job Immersion**

The Job immersion referred to by some researchers is not a one-dimensional concept, but rather consists of three dimensions, which are shown in the following table (1):

Table 1: Dimensions of job immersion according to some researchers

Study	Dimensions of Job Immersion
AL Misri, 2015: 16	Emotional, Cognitive, Behavioral.
AL Rashid & Hussein, 2019: 168-169	Perceptual side, Physical side, Behavioral side.
Salih, 2020: 116	Enthusiasm, Immersion, Devotion.

Source: Prepared by the two researchers based on the sources contained in it.

From the point of view (Schaufeli et al., 2002), there are three main dimensions that participate in the formation of a case job immersion, adopted by the two researchers in the current study, which is shown as follows:

**8.1 Activity:** Means that "The flow of energy and mental strength at working, persevere in hardships, devoting efforts, and continue to face adversity or failure to work" (Rahmadani & Sebayang, 2017:46).

**8.2 Dedication:** Dedication is defined as "the importance and enthusiasm, inspiration, pride and confrontation and will to overcome challenges at work" (Abid et al., 2018: 4).

**8.3 Preoccupation:** It means full focus on tasks, deep interest in work, and the individual feels that his time at work is passing quickly, and it is difficult to separate from his work (Rahmadani & Sebayang, 2017: 46).

### **Practical Frame:**

#### **1. Research Problem**

The Iraqi government seeks to develop the legal and social environment and provides the greatest guarantee for Iraqi worker to protect their rights in the private sector, create fair opportunities due to the importance of respecting international labour standards for the labour environment. In this context, the application of the decent work programme is considered in the right direction, but the most important thing is how to apply for this programme? Because of work plans and policies, we do not feel any real and tangible impact on the ground, and we would like to apply for the programme in the public sector before the private sector and the unorganized sector.

The economic conditions, lack of funding, high unemployment rates, and job instability, create psychological pressures for workers especially the temporary contracts, which lead to restricting career options and acceptance of the career, because of the extreme difficulty in obtaining job opportunities in the public sector. The lack of decent work standards such as income, job stability, and health care, reflects negatively in work, which leads the two researchers to delve into this problem, identify the reality of decent work and its impact on achieving job immersion, in order to attempt to answer the following questions: (1) What is the level of availability of decent work for workers in the researched organization? (2) What is the level of job immersion available for workers in the researched organization? (3) Do dimensions of decent work have an impact on job immersion in the researched organization?

## **2. The Research Importance**

The research deals with variables, especially decent work and its dimensions, which needs more study and application, in addition to tackling the most important dimensions of job immersion, and know the relationship nature to the research variables to fill the knowledge gap. Also, the importance of the current research embodies the way which can be invested in order to improve the quality service provided in the field of Labour and Vocational Training.

## **3. Research Objectives**

The research seeks to achieve the following objectives:

3.1 Identify the level of availability of decent work in the researched organization.

3.2 Determine the level of job immersion availability for workers in the researched organization.

3.3 Test correlation strength and decent work effect in the job immersion at the dimensional level in the researched organization.

## **4. Research Hypotheses**

The Research hypotheses are represented as shown in figure (2):

**First Hypothesis:** There is a significant correlation between decent work with its dimensions and job immersion.

**Second Hypothesis:** There is a significant effect of decent work with its dimensions in job immersions.

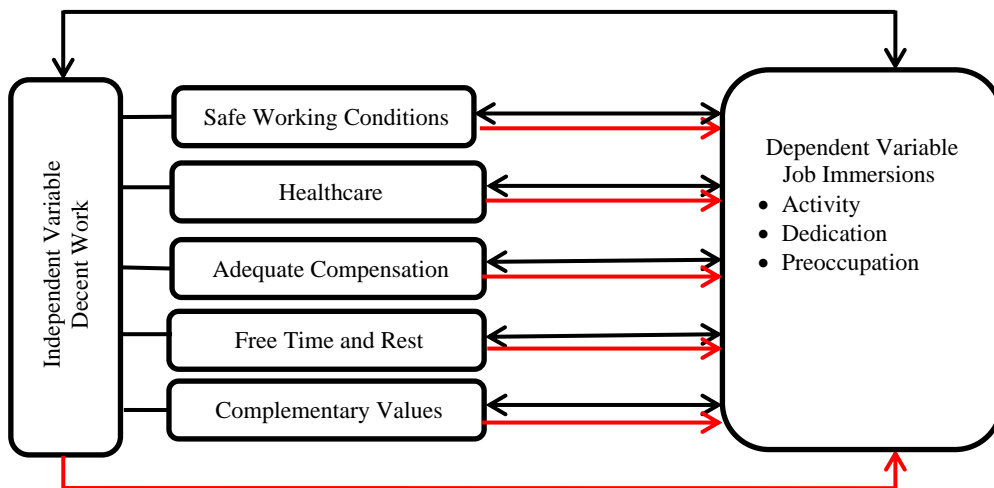


Figure 2: The hypothesis scheme of the research

## **5. Research Limits**

The study limits are represented as follows:

**5.1 Temporal limits:** Extended from (19/12/2020) until (30/6 /2021) in its theoretical and practical aspects.

**5.2 Spatial limits:** The headquarter of the Labour and Vocational Training Directorate in Baghdad and its federal labour departments in the governorates.

**5.3 Humanity limits:** It included individuals as temporary contracts in the researched organization, they are (81) workers.

## **6. Community sample and research**

The research community consisted of all workers as temporary contracts at the headquarters of the Directorate of Labour and Vocational Training in Baghdad and the federal labour departments in the governorates, and they were (92) individuals for the year 2021, according to the statistics of the Human Resources Department. The community as a whole was chosen, as (92) forms were distributed, of which (81) were returned, at a rate of (88%), and (11) missing forms did not receive their answers.

## **7. Data Collection Methods and Statistical Tools**

Several methods were used to collect information including field interviews, official reports, and the original references to cover the search variables. The questionnaire was designed as a main tool for research. The decent work scale was adopted according to (Duffy et al., 2017), but the Job immersions scale based on (Schaufeli et al., 2002), the scale degree used in the answer ranges (0-100) per cent, and identified by (0-10), that is, the closer the score was to (10); it indicated a high approval of the paragraphs and vice versa.

Response											
	scale	0 %	10 %	20 %	30 %	40 %	50 %	60 %	70 %	80 %	90 %
Degree	0	1	2	3	4	5	6	7	8	9	10

The value of the reliability coefficient of Cronbach's alpha for decent work was (0.85), which is a good percentage. Whereas the value of Cronbach's alpha reliability coefficient for job immersion was (0.93), which is an excellent rate, the general reliability coefficient of the total paragraphs of the questionnaire was (0.91) which is greater than (0.70), this indicates that the questionnaire has a high degree of reliability, moreover, using statistical tools, including arithmetic mean, standard deviation, relative importance, Pearson's simple correlation coefficient, and regression analysis, using the statistical programme SPSS Statistics 25.



## **8. Results and Discussion**

### **8.1 The Results of the Descriptive Analysis Characteristics for the Sample**

Table (2) shows the characteristics of the sample members. The male respondent percentage is (54 per cent) compared to the female percentage who registered (46 per cent), this is due to the fact that the research community is male, although the percentages are close, the percentage of workers with university degrees was the biggest about (55 per cent) compared to those with higher degrees (1 per cent). This indicates that the workers in organization have completed their University Education. Workers with (3) service years or more represent high percentage of respondents (69 per cent); this indicates that the researched organization has a workforce with vocational experience.

**Table 2: Characteristics of the searched sample members**

Information		Number	Percentage
Gender	female	37	46
	male	44	54
<b>Total</b>		<b>81</b>	<b>100.0</b>
Scientific qualification	other	23	28
	secondary	13	16
	university	44	55
	high degrees	1	1
<b>Total</b>		<b>81</b>	<b>100.0</b>
Service years number	Less than 6 years	4	5
	6 months to a year	2	3
	1 year to less than 3 years	19	23
	3 years and over	56	69
<b>Total</b>		<b>81</b>	<b>100.0</b>

Source: questionnaire outputs.

### **8.2 Results of Descriptive Analysis for Research Variables**

#### **8.2.1 Results of Descriptive Analysis for Decent Work paragraphs**

Table (3) shows the results of the statistical analysis respondents' answers level to the decent work paragraphs; it was found that the value of the arithmetic means (5.1519), greater than the hypothetical mean which represents the boundary between agreement and disagreement, its value (5 per cent). This confirms that the answers of the sample tended towards agreement. The standard deviation value was (0.2060), which indicates the presence of consistency in the samples' answers. The relative importance recorded (51.519 per cent). This confirms the agreement of the researched sample members on decent work paragraphs with an acceptable percentage.

Highest level of paragraphs importance appeared for the safe working conditions dimension, where the second paragraph achieved the highest level of agreement among all decent work paragraphs with an arithmetic means of (7.7), standard deviation (0.2638), and relative importance (77 per cent). The lowest response level was for the healthcare dimension, the fourth paragraph achieved the lowest among all decent work paragraphs with an arithmetic means of (2.83), standard deviation (0.3514), and relative importance (28.3 per cent). In general, the

results of the study agreed with the study (Fabio & Kenny, 2019), as it states that the security and safety conditions were within one of the more visible dimensions in the Italian context, and without importance for healthcare.

**Table 3: The level responses of the researched sample to the decent work paragraphs**

-	Dimensions	paragraphs	Arithmetic Mean	Standard Deviation	Relative Importance
X1	Safe Working Conditions	(1) I feel physically safe and protection from occupational hazards at work.	6.65	0.2481	66.5
		(2) I don't feel emotionally offence or verbal of any type at work.	7.7	0.2638	77
X2	Healthcare	(3) The administration carries out periodic follow-up of the health care of workers.	3.31	0.3666	33.1
		(4) The administration has a good health care plan.	2.83	0.3514	28.3
X3	Adequate Compensation	(5) I get paid appropriate wage based on my qualifications and experience.	4.77	0.3116	47.7
		(6) I get an appropriate reward for my work.	4.42	0.3387	44.2
X4	Free Time and Rest	(7) I have enough time for non-work related activities.	3.44	0.3194	34.4
		(8) I have rest time during the work week.	4.95	0.367	49.5
X5	Complementary Values	(9) Organization values correspond with personal values	6.7	0.2808	67
		(10) Organization values correspond With the values that exist in the community.	6.74	0.271	67.4
X	Independent Variable	Decent Work	5.1519	0.2060	51.519

Source: Programme output results Excel & SPSS statistics 25.

The outcomes of the open query about the most important components that make the work appropriate from the point of view of the researched sample, shows:

1. Financial system support to preserve the workers' rights, and not cut the wages or impose taxes, the financial deficits problem not the responsibility of the worker.
2. Supporting the health care system for workers.
3. Availability for systems protection and update software for the speed of work.
4. Job rotation and not specific tasks to see the progress of work.
5. Putting the right person in the right place.
6. Increase training programme and courses and measure its impact on the job.
7. Fair treatment and estimating the conditions of the workers like the permanent employees.
8. Achieving equal opportunity by supporting the culture of expression and participation in decisions.

### 8.2.2 Results of Descriptive Analysis for Job Immersion paragraphs

Table (4) shows the results of the statistical analysis of the respondents' answers level to the job immersion paragraphs. It was found that the arithmetic means the value was (8.1816), greater than the hypothetical average value (5 per cent), this confirms that the answers of the sample tended towards agreement. The value of the standard deviation was (0.1468). The relative importance recorded (81.816 per cent). This documents the agreement of most of the researched sample on the job immersion paragraphs at high percentages.

Highest level of importance of the paragraphs appeared for the activity dimension, where the twelfth paragraph achieved the highest level of agreement among all job immersion paragraphs with an arithmetic means of (8.93), standard deviation (0.1394), and relative importance (89.3 per cent). The lowest response level was for the same dimension (activity). The fourteen paragraph achieved the lowest among all job immersion paragraphs with an arithmetic means of (6.59), standard deviation (0.3193), and relative importance (65.9 per cent).

Table 4: The level responses of the researched sample to the job immersion paragraphs

-	Dimensions	paragraphs	Arithmetic Mean	Standard Deviation	Relative Importance
Y1	Activity	(11) I feel that my work makes me full of energy.	7.49	0.253	74.9
		(12) I feel vitality when i achieve my work.	8.93	0.1394	89.3
		(13) When I wake up in the morning, i have a strong desire to go to my work.	7.74	0.2339	77.4
		(14) I can keep working overtime even, if I do not receive financial compensation for it.	6.59	0.3193	65.9
		(15) I feel flexible and open minded when i do my work.	8.14	0.2161	81.4
		(16) Keep persevering in my work even if i don't feel comfortable at the work environment.	8.02	0.2179	80.2
Y2	Dedication	(17) I feel very important to the work i do.	8.88	0.156	88.8
		(18) I feel that the job gives me enthusiasm and vitality.	8.44	0.1897	84.4
		(19) My job is an inspiration to me.	8.19	0.2324	81.9
		(20) I feel proud in doing my job.	8.88	0.177	88.8
		(21) My job as a challenge.	8.32	0.2161	83.2

Y3	Preoccupat ion	(22) I feel the time goes by fast during my work.	8.07	0.2459	80.7
		(23) I forget everything around me while I'm doing my job.	8.31	0.2107	83.1
		(24) I feel so happy when i am busy with work.	7.6	0.2349	76
		(25) I have a state of interest and extreme rush at work.	8.27	0.2062	82.7
		(26) I devote myself completely to the tasks that i perform during working hours.	8.91	0.1371	89.1
		(27) I feel difficulty to break up from my job.	8.3	0.2369	83
Y	Dependent Variable	Job Immersion	8.1816	0.1468	81.816

Source: Programme output results Excel & SPSS statistics 25.

### 8.3 The Results of the Research Hypotheses Statistical Tests

Table (5) shows the matrix of statistical test results for simple correlation coefficients Pearson, the strength of the correlation coefficient is judged according to the rule (Cohen, 1977). If the correlation coefficient values are between (0.10-0.29) means low correlation relationship, but if the value of the correlation coefficient is between (0.30- 0.49), means a medium correlation relationship, but if the values of the correlation coefficient range between (0.5 -1) means a strong correlation.

Table 5: Statistical test results for correlation hypotheses between decent work in its five dimensions and job immersion.

First Hypothesis	Variables		Correlation Coefficient Pearson	Sig. (2-tailed)
	Independent	Dependent		
First Hypothesis	Safe Working Conditions X1	Job Immersion Y	0.086	0.445
	Healthcare X2		0.220*	0.048
	Adequate Compensation X3		0.235*	0.034
	Free Time and Rest X4		0.232*	0.037
	Complementary Values X5		0.471**	0.000
	Decent Work X		0.349**	0.001

Source: Programme output results SPSS statistics 25.

\*\* . Correlation is significant at the 0.01 level (2-tailed), confidence (99 per cent).

\* . Correlation is significant at the 0.05 level (2-tailed), confidence (95 per cent).

To test the first hypothesis represented by correlation relationships between decent work with its dimensions and job immersion, it is found that there is a medium correlation between the independent variable (decent work X) and the dependent variable (job immersion Y) a value of (0.349\*\*), because that (Sig. =0.001) is less than the level of significance (0.05); Thus, the first hypothesis is accepted, and the dimension (X5) record highest correlation coefficient with variable (Y), a value of (0.471\*\*), while the dimension (X1) has no correlation coefficient with variable (Y), because of (Sig = 0.445) greater than the level of

significance (0.05); this confirms that there is a little interest in the researched organization in the role of safe working conditions to achieve job immersion.

Table (6), shows the outputs of the influence relationship for decent work with its five dimensions in job immersion.

Table 6: The importance of test results of the decent work dimensions impact in job immersion

	Variables		a	B	(R <sup>2</sup> )	F	t	Sig.
	Independent	Dependent						
Second Hypothesis	Safe Working Conditions X1	Job Immersion Y	7.712	0.065	0.007	0.590	0.768	0.445
	Healthcare X2		7.899	0.092	0.049	4.029	2.007	0.048
	Adequate Compensation X3		7.632	0.120	0.055	4.630	2.152	0.034
	Free Time and Rest X4		7.725	0.109	0.054	4.505	2.122	0.037
	Complementary Values X5		6.435	0.260	0.221	22.465	4.740	0.000
	Decent Work X		6.899	0.249	0.122	10.974	3.313	0.001

Source: Programme output results SPSS statistics 25.

To test the second hypothesis, which is the decent work effect with its dimensions in job immersions, it is found that there was a low effect of the independent variable (decent work X) in the dependent variable (job immersion Y), and the value of the determination coefficient (R<sup>2</sup>) for the variable (X) amounted to (0.122), and the calculated (F) value amounted to (10.974) with a level of indication (0.001) which is less than a significant level (0.05), this indicates that the second hypothesis is accepted. Also, the regression coefficients for the values (a, B) in table (7) explain that the increase in the decent work dimensions leads to an increase in the value of job immersion with one unit.

The dimension (X5) recorded the highest impact value in the variable (Y), the value (R<sup>2</sup>) was (0.221), and the calculated (F) value (22.465) with indication level of (0.000) which is less than a significant level (0.05). This indicates that there is an effect of the complementary values dimension in job immersion, while the dimension (X1) did not register effect in the variable (Y), the value (R<sup>2</sup>) was (0.007), and the calculated (F) value was (0.590) with indication level of (0.445) which is greater than the level of significance (0.05). This indicates that there is no effect of the dimension of safe working conditions in job immersion.

#### Conclusion:

The most important conclusions can be classified according to the following:

1. The decent work topic is a contemporary theme that lacks clarity and is under development at the applied level in researches and Arabic studies to the limit of the researchers' knowledge.
2. There is a workforce with occupational experience, in addition to university education, which qualifies workers to obtain a job promotion in the Labour and Vocational Training Directorate.
3. The department is concerned with decent work in it, and its constant quest to find decent job opportunities, despite the fact that it faces a weak concentration in the field of health care for workers.
4. There is a great interest on the part of the department to indulge in work, as most of the employees feel energetic when they complete their work.

5. Weakness in providing safe working conditions, which sometimes causes accidents when performing work and weakens employee motivation.

6. There are many other factors that have an impact on the workers' immersion in work that have not been addressed in the research that the higher management should be concerned about, for example, to enhance the worker's self-confidence and respect for his opinion.

#### **Recommendations:**

1. Interest in safe working conditions and transfer of workers from a situation of worry to a stable situation by reducing the terms of the contract service period, and conversion of temporary contracts to permanent members.

2. Adopting a measure of the quality of decent work to conduct a decent work assessment process in the researched organization, with the activation of the role of healthcare for workers, because it plays an important role in achieving job immersion.

3. Investment in the results of the correlation and effect relations between decent work and job immersion because decent work quality is one of the basic constituents of job immersion and benefit from the results to improve the quality of organizational performance.

4. Interest in decent work components from the sample point of view according to the outputs of the open question, especially the federal labour departments in the governorates, reality diagnosis through field visits and work teams, also provide logistical support.

#### **Further Work**

Submit a proposal for applying the study in the organized private sector, or target a sample from the unorganized sector, to discover the differences in productive and service organizations.

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## Appendix

## Appendix A: Previous studies about research variables

Decent Work					
-	Researcher and year	Study title	The most important goals	The sample, society, method, and tool	The most important conclusions
1	Edralin, 2016	Good Work Through Decent Work Practices of Sixteen Unionized Firms in the Philippines.	Review of decent work practices for (16) Filipino union companies, on the basis of five dimensions of the decent work programme, including employment opportunities, productive work, equality at work, security at work, and labour representatives.	The sample consisted of (140) workers From union members and officials in the Philippines, by adopting the exploratory descriptive approach.	No hypothesis has been tested, the results showed that good work practices can be achieved through employment opportunities, productive work, equality at work, security at work, and labour representatives, and that the implementation of the five dimensions in the workplace leads to secure wages, strengthen unions and policy makers, especially the Ministry of Labour and Employment of the Philippines, and the integration of poor workers into society.
2	Fabio & Kenny, 2019	Decent work in Italy: Context, conceptualization, and assessment	Explore the concept and evaluation of decent work from the perspective of Italian workers.	The study population (436) workers working in various public and private organizations, the sample amounted to (246) participants, adopt the experimental approach, using the questionnaire according to the seven- point Likert scale.	That the conditions of safety and security, free time and rest, it was more prominent in the Italian context, while financial compensation may be of greater worry among Italian workers, and there is no importance for health care, as for the answers to the open question, show that decent work is complex framework.
Job Immersion					
-	Researcher and year	Study title	The most important goals	The sample, society, method, and tool	The most important conclusions
1	AL Atwi & Hamid, 2019	The role of job immersion in explaining the relationship between job resources and the quality of banking service, An analytical study of the opinions of a sample of workers in governmental commercial banks in Al-Muthanna Governorate	Identify the impact of job resources in the quality of banking service, through the mediating role of job immersion among workers in the banking sector in the governorate of Al-Muthanna.	The sample amounted to (133) individuals from Rafidain and Al-Rasheed Banks in their two branches in Al-Muthanna governorate in Iraq, using the questionnaire according to the five - point Likert scale.	There is a significant effect relationship between job immersion and internal customer service dimension; there is an indirect influence relationship between job resources and internal customer service quality, through the mediator role of job immersion.
2	Hashem & Reja, 2020	Job Involvement Reality in Physical Education Supervisors in General Educational Bureaus Directorate in Iraq	Identifying the reality of job immersion among at Physical Education supervisors in the general Directorates of Education in Iraq.	The sample reached (492) officials about follow up on a physical education lesson for (20) directorates distributed over the governorates of Iraq, adopting the descriptive analytical approach, using the questionnaire according to the five - point Likert scale.	There is a high level of job immersion among the Physical Education supervisors of the directorates of Education; They are ready to offer more to improve the level of work in school supervision.

## تأثير العمل اللائق في تعزيز الانغماس الوظيفي / بحث تطبيقي في مديريّة العمل والتدريب المهني

أ.م.د. اريج سعيد خليل(1)

الباحث زهراء عباس علي حسين (2)

الجامعة التقنية الوسطى،

الجامعة التقنية الوسطى،

الكلية التقنية الادارية

الكلية التقنية الادارية

قسم تقنيات إدارة الجودة الشاملة،

قسم تقنيات إدارة الجودة الشاملة،

بغداد. العراق

بغداد. العراق

[dr.arejsaeed@yahoo.com](mailto:dr.arejsaeed@yahoo.com)

[zahraa.abbas@gmail.com](mailto:zahraa.abbas@gmail.com)

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### مستخلص البحث:

يهدف البحث التعرف على العمل اللائق وتأثيره في تعزيز الانغماس الوظيفي. وتم اعتماد الاستبانة أداة لتحليل استجابات العينة البالغة (81) عاملاً ليمثلوا نسبة استجابة تقدر (88 %) من أصل المجتمع الكلي والبالغ عددهم (92) فرداً، وتبنى البحث المنهج الوصفي التحليلي، وحساب الموثوقية، الاوساط الحسابية، الانحرافات المعيارية، الاهمية النسبية، وتحليل الانحدار بالاعتماد على SPSS v.25. وتبين وجود علاقة ارتباط متوسطة بين العمل اللائق والانغماس الوظيفي، ووجود تأثير منخفض للعمل اللائق بأبعاده في الانغماس الوظيفي، واستخراج اهم المكونات المقبولة للوظيفة من وجهة نظر العينة حول التساؤل المفتوح للعمل اللائق. فضلا عن الاثار العملية التي تسلب الضوء على حقوق العاملين في مديريّة العمل والتدريب المهني المبنية على أسس سليمة تسترشد بالجودة والمقبولية من خلال وجود معايير العمل اللائق وتعزيز الانغماس الوظيفي، ويقدم البحث قيمة ابرزها الاهتمام ببعده ظروف العمل الامنة، ونقل العاملين من حالة القلق الى الوضع المستقر من خلال تقليل شروط مدة خدمة العقد، وتحويل العقود المؤقتة الى اعضاء دائمين.

نوع البحث: ورقة بحثية.

المصطلحات الرئيسية للبحث: العمل اللائق، ظروف العمل الامنة، الرعاية الصحية، الانغماس الوظيفي، النشاط.