



Available online at <http://jeasiq.uobaghdad.edu.iq>
DOI: <https://doi.org/10.33095/76z3hf28>

The Effect of Job Passion on Innovative Work Behaviors: Analytical Research in the Ministry of Higher Education and Scientific Research

Hasan Ghafil Jawad Al Issawi*

Department of Public Administration
College of Administration and Economics
University of Baghdad - Iraq
Ghafilhasan1980@gmail.com

*Corresponding author

Ali Hassoon AlTae

Department of Public Administration
College of Administration and Economics
University of Baghdad – Iraq
alialtaee1777@gmail.com

Received: 17/11/2023

Accepted: 8/1/2024

Published Online First: 30 /4/ 2024



This work is licensed under a [Creative Commons Attribution-NonCommercial 4.0 International \(CC BY-NC 4.0\)](https://creativecommons.org/licenses/by-nc/4.0/)

Abstract:

The current research aims to test the impact of Job passion on innovative work behaviors, and the idea of the research revolves around providing a job passion that contributes and supports the innovative work behaviors among the employees of the Ministry of Higher Education and Scientific Research, as the job passion variable includes four dimensions (enjoyment at work, self-motivation, self-identity, and a sense of learning). The innovative work behavior variable has addressed four dimensions (the ability to provide creative solutions to problems, the ability to new ideas and proposals, the ability to change as well as initiate, and the spirit of risk), A sample of the employees of the Ministry of Higher Education and Scientific Research, where a random stratified sample of 328 employees were selected from the study community (2229) relied on the questionnaire for collecting data, and the questionnaires valid for statistical analysis were 322 questionnaires. The research used a number of statistical methods to obtain the results of the questionnaire, especially the simple correlation coefficient (Pearson) and descriptive analysis methods using the SPSS.v23 and AMOS.v23). It has proved the validity of the hypotheses through which a set of results were reached, the most prominent of which is the existence of a relationship between the impact of job passion and its dimensions on innovative work behaviors. The dimensions of the variable of innovative work behaviors above are available, but they do not be at the required level, where the ability to change and generate creative solutions. This requires focusing on them in addressing problems and making appropriate decisions that are based on a correct scientific basis, and the management's view of employees is not limited because they represent essential capabilities and tools for implementing decisions and policies.

Paper type: Research paper.

Keywords: job passion, innovation work behaviors, Ministry of Higher Education and Scientific Research.

1.Introduction:

Life requires employees' creativity in future work and social skills, which are the keys to the success of organizations, as it has been proven that engaged employees are more innovative and emotionally invested in their work. However, we deal with the innovative work behaviors of passion at work to highlight the role of emotions, as passion at work was initially defined as positive feelings that can be consciously accessed and positive feelings that are intense through engaging in work activities that individuals like, love, or find important in which they invest time and energy (Kar, 2018). Our relationship with our work determines our lives because we spend many parts of it at work or on related issues. Work provides us identity, social status, and the means to earn a living. Thus, satisfaction in the workplace is an important requirement for employees and supervisors to reach the highest rates. Performance according to planned performance indicators is based on scientific specifications and standards when only the numbers obtained are considered accurate (Mana and Buharawa, 2021). Based on what was mentioned, the current research seeks to determine the level of availability of the research variables (Job passion and innovative work behaviors) and to explore the nature of the relationship between them. by applying them in an educational environment and groups represented by the employees of the Ministry of Higher Education and Scientific Research (Lambriex-Schmitz et al., 2020).

1.1 Literature review:

Several studies addressed job passion including:

The study of Shi (2012) which aimed to find out the influence of passion on innovative behavior: an experimental test in the People's Republic of China, as it plays an important role in innovation, the study proposes a model of two types of job passion, harmonious and obsessive passion, to the innovative behavior of employees, the results showed that employees with harmonious passion have more creative behavior at work and that this relationship was mediated primarily by cognitive absorption and OBSE. Although obsessive passion was negatively related to OBSE, it did not have a significant relationship with cognitive absorption in general.

Johri et al. (2016) dealt with the development and validation of the work passion scale in India. A Confirmatory Factor Analysis (CFA) was conducted, and the validity of the construction was checked, and the results resulted in a 17item work passion scale with four distinct dimensions (enjoyment of work, self-motivation, self-identity, and sense of learning).

Srijaya (2020) aimed to identify the concept of passion for work and its impact on performance among employees of PT company. XYZ is in Jakarta. The results showed that the desire to work has a significant impact on performance, and the dimension of self-identity has a significant impact on employee performance; in addition, the results of the analysis of additional data found that age, gender, and education were not related to performance.

Chen et al. (2020) aimed to find out job passion in the context of the green restaurant: environmental stewardship orientation and functional autonomy as antecedents T, M analysis of data collected from 299 valid samples using structural equation modelling. The most important findings were that ESO employees and perceived job independence positively affect their harmonious passion. Moreover, employees with a harmonious job passion may have positive results in work and life.

Other studies discussed innovative work behaviors including:

Mezher (2017) targeted the behaviors of brilliant leadership and the possibility of employing them to enhance the innovative behaviors of employees. results were reached, that there was a correlation between brilliant leadership and innovative work behaviors on the one hand and between them and perceived self-efficacy.

Al-Jumaili (2018) determined the impact of the organizational climate on innovative behaviors in Jordanian private universities. The descriptive-analytical approach was used to achieve the research objectives. The research community consisted of all faculty members in Jordanian public and private universities and a set of results were reached, including the existence of the influence of organizational citizenship on innovative behaviors in Jordanian universities and recommended the need to support the organizational environment to allow the development of creativity, administrative innovation, and work on decision-making to solve chronic problems.

Afana and Dogan (2019) aimed to identify the reality of administrative empowerment of employees prevailing in commercial banks operating in the eastern province of Saudi Arabia. The questionnaire was based on a selection random sample of employees at the level of middle and lower management). The results concluded that supportive culture, participation in decision-making, delegation of authority, application of teamwork management, education, staff training, and keeping up with technology on the innovative behaviors of commercial banks.

Ibus (2021) investigated the role of self-efficacy in mediating the impact of self-leadership and knowledge exchange towards Innovative work behaviors in private higher education institutions. Three hundred and fifty notes were collected from Klang Valley and Johor region academics. The research reached a set of results, including self-leadership, knowledge sharing, and self-efficacy positively affect innovative work behaviors.

Moreover, there are studies discussed job passion and innovative work behaviors including:

Alfrian (2018) studied the influence of labour passion and spirituality at work on the innovative behaviors of an employee. It used a quantitative research method involving ninety-four respondents equally distributed throughout small and medium-sized enterprises and Islamic cooperatives in Malang. The research concluded that there is a correlation between the variable passion for work on innovative behaviors, and the variable spirituality at work can strengthen the relationship between passion for work and innovative behaviors.

De Clercq and Pereira (2020) studied the relationship between the knowledge-sharing efforts of employees and Innovative behaviors; in particular, it deals with how this relationship can be activated through three resources that work at the individual (passion for work), functional (time sufficiency) and the organizational (procedural justice) level. A set of results was reached, the most important of which is to stimulate Innovative behaviors when employees feel passionate about work, and they have enough time to complete their job tasks.

The problem of the research lies in the fact that the researchers is one of the employees of the Research and Development Department/Ministry of Higher Education and Scientific Research. It is worth mentioning that employees and departments still follow the traditional and routine methods interspersed with bureaucracy in the provision of services. The researchers note that there are a lot of organizational obstacles, literal adherence to the laws, distrust, and poor management of conflicts, in addition to the fear of failure and the feeling of employees that the work is not valuable. This applies to many public organizations. Its critics often stigmatize the public sector as a rigid bureaucracy characterized by stagnation, in action and much less flexibility than the private sector (Phil-Thingvad and Clausen, 2020). The questionnaire was used as the most common and agreed upon tool in most studies, indicating the importance of the current research of what was observed by the studies of theoretical and practical studies. This in turn increased this research impulse towards filling the gap of this approach of those studies, investigating and discussing those topics, to be employable within Iraqi environment, particularly at the Ministry of Higher Education and Scientific Research.

The research aims to highlight and manifest the essential topics addressed in a conscious and educated educational organization and more impacting society through its role in the educational environment, representing one of its essential pillars. This is embodied by focusing on the impact of job passion in creating Innovative work behaviors, the main objective of the current research is to show the role that job passion plays in supporting and enhancing Innovative work behaviors.

2. Material and Methods:

2.1 Measures: Job passion (the independent variable) included 17 items which were based on a scale (Johri et al, 2016).

Innovative work behaviors (the dependent variable) included 20 items which were based on a scale (Setiadi and Inderadi, 2018; and Afaneh, and Aldogan, 2021).

2.2 The hypothetical chart:

A literature review of job passion and work behaviors led to the development of a hypothetical research diagram created in light of the research problem and its goals. The studies developed a preliminary scheme that determines the variables of the research plan, and it included two variables, the independent variable represented by job passion with its dimensions (enjoyment of work, self-motivation, self-identity, and sense of learning). The dependent variable is the behaviors of innovative work with its dimensions (the ability to present new ideas, the ability to provide innovative solutions to problems, the ability to change as well as initiative, and the spirit of risk) as shown below:

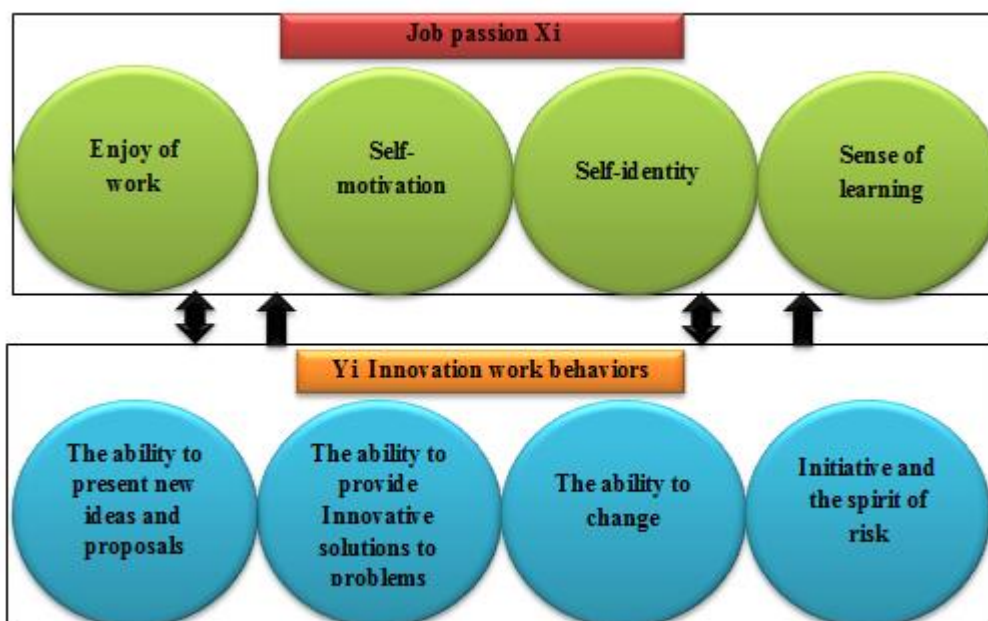


Figure1: The hypothesis diagram,
The source: prepared by the researchers.

2.3 The Research Hypothesis:

The hypothesis for the research includes the following:

There is an effect of job passion and its dimensions on innovative work behaviors. The following sub hypotheses branch out:

H11 = there is an effect of the dimension of enjoyment of work on innovative work behaviors.

H12 = there is an influence of the dimension of self-motivation on innovative work behaviors.

H13 = there is an influence of the dimension of self-identity on innovative work behaviors.

H14 = there is an effect of the dimension of the sense of learning on innovative work behaviors.

2.4 The Research Variables:

2.4.1 Job Passion:

Philosophers have paid much attention to passion by looking at it from two perspectives, one of which is more negative, as it loses reason and control. Because ideas that arise from the mind are acceptable, unlike those that arise from passion, while the second perspective is more positive and depicts individuals expressing their passion as more active. Passion fuels motivation, enhances well-being, and provides meaning in daily life. Who knew it? It is the strong tendency of people towards an activity that they like, find important, and in which they invest time and energy (Vallerand et al, 2003). Amarnani et al. (2020) noted that Kendall (2013) stated that conventional wisdom indicates that motivated individuals tend to be star performers. Archimedes, Steve Jobs, Marissa Mayer, and Elon Musk are intense and passionate about their work. While Zigarmi et al. (2009) defined job passion as continuous well-being and positive emotion based on meaning that results from repeated cognitive and emotional evaluations of various job and organizational situations that lead to constructive and consistent intentions and behaviors. Rabie (2019) indicated that Bovere and Kroth (2001) that the word passion is often used to express enjoyment and love for something and is linked to various characteristics of individuals such as creativity, discipline, dedication, hard work, and inspiration, as well as increased performance. Srijaya (2020) stated that good business performance depends on the passion possessed by employees, and they are expected to be able to face various difficult situations and challenges, as well as the motivation to achieve high-performance levels and provide good performance results including compatibility with the organization's goals. The job passion variable includes four dimensions, which are as follows:

- **Enjoy of work:** It is the emotional component and the most important in preserving resources during and after work, as enjoying work represents the result of cognitive and emotional evaluations of the flow experience and you feel happy while working and enjoying daily work is positively linked to possessing physical strength emotional energy and cognitive vitality and is also linked to Positive daily well-being (Sanz and Rodriguez, 2013). While Graves et al (2012) stated that enjoyment of work is the degree to which individuals work because they find the work itself intrinsically enjoyable, and it may raise specific patterns of perception, influence, and behaviors that have important consequences for managers, as it has benefits such as positive feelings (pleasure and interest) derived from working for enjoyment.
- **Self-motivation:** It is the performance or procedure to present an intention that makes individuals gain some achievements. It is derived from the word motivation, which means movement, motivation, or influence to move forward to achieve the desire. This procedure begins from a physiological or psychological desire that stimulates the performance of individuals towards the intended goal. (Manzoor, 2012). While Fred (2011) referred to it as an internal passion that is used to solve the problem at hand that faces him at work and often results in unexpected decisions that are more Innovative. Increasing the motivation of employees towards positive behaviors, in turn, increases their level of commitment to the possibility of applying modern methods (Hamad and Al-Taee,2021).
- **Self-identity:** The concept of self-identity has a long, rich, and diverse history in psychology and the social sciences. It can be argued that identity has been important in philosophical or scientific thought since at least ancient Greek times. In a more modern sense, scholars have long studied how the roles enacted by individuals in a societal setting reflect, influence, and constitute part of the self (Smallfield, 2019). Gelin (2022) referred to self-identity simplistically as a set of cultural associations that create a person's self-perception. Self-identity has been explored by theorists such as Erik Erickson (1950, 1959) and James Marcia (1966) who conceptualized identity from adolescence to emerging adulthood.

- Sense of learning: has been recognized as the behavioural aspect of individuals to provide their best work through their desire to learn, have a high orientation, and constantly update their skills, as they are individuals who are more interested and enthusiastic in what they do (Stoia,2018). Both Taylor and Armstrong (2020) stated that it requires individuals to show curiosity and make the most of opportunities for learning, improvement, and innovation. Al-Ghanimi (2022) referred to the sense of learning as "the individual's feeling of the desire to learn and the tendency towards possessing The skills and knowledge necessary to perform and develop the work".

2.4.2 Innovative work behaviors:

It represents a combination of the main innovative processes, which are idea generation, idea exploration, idea advocacy, and idea implementation. Carlucci et al. (2020) pointed out IWB is usually exploring opportunities and generating new ideas, it can also include behaviors directed towards implementing changes, applying new knowledge, or improving processes to advance personal or business goals. Since the launch of the concept of 'innovative work behaviors by Scott and Bruce (1994-1998) the literature using IWB has grown steadily. It refers to all employee behaviors related to finding, developing, proposing, and implementing innovative ideas in the organization to improve organizational performance, and it can be defined as the intentional creativity, introduction, and application of new ideas within the work role, to benefit individual or organizational performance. Therefore, employees who have innovative work behaviors are individuals who can work innovatively, contribute ideas and provide positive results for the organization in which they work (Baharuddin and Shuhidan, 2019). The organization should be accredited through its ability to innovate in a turbulent environment (Hamed and Hanan, 2019) as it is an integral part of the organization's work and success (said et al., 2021). Creativity represents the organization's successful vision to put forward ideas (Mohammed et al.,2015). Progress is based on two important factors: innovation and creativity (Hamed and Fiscal, 2022), for individuals to do innovative thinking requires the help of their subordinates (Salman et al., 2023). Moreover, the belief of the bosses in the creativity of employees is reflected in their behaviors and increases trust among themselves (Al-Tae et al., 2021). The innovative work behaviors included four dimensions, which are as follows:

- The ability to present new ideas and proposals: Introducing new ideas and initiatives produced by employees to organizations has competitive benefits through differentiation and improved products or services. Organizations today increasingly realize that no organization, small or large, can achieve sustained success without employees having the skills to create new ideas in their jobs (Ratnasari and Wulansari,2019). Setiadi and Inderadi (2018) referred to it as individuals submitting innovative and new proposals to achieve goals and perform tasks at work while proposing new ways to increase quality.
- The ability to provide innovative solutions to problems: it represents the ability of individuals to bring new practical and tangible ideas into the workplace, develop innovative solutions to problems research new technologies and processes, and develop plans and timetables for implementing ideas, being a good source of them to improve performance (Setiadi and Inderadi, 2018). It also represents an attempt by individuals to avoid problems expected to occur in the workplace by providing Innovative ideas to solve them (Afana and Al-Doughan, 2021).
- The ability to change: The ability to change quickly, efficiently, and almost continuously is a major dilemma for organizations (Zafar and Naveed, 2014). Abstein et al (2014) pointed out that in the rapidly changing business environment, the meaning of job performance has changed significantly. It is not enough to complete tasks correctly. Employees must demonstrate adaptive behaviors by adapting to new conditions and even proactive behaviors. Proactive behaviors can be defined as a self-initiated action that seeks to improve existing conditions or create new conditions, and thus can be classified as an active performance concept.

• Initiative and the spirit of risk: The individual's ability to bear the risks resulting from the work he undertakes, while taking the initiative to adopt methods and ideas that help him develop appropriate solutions to the problems he faces at work (Al-Harbi et al., 2008). Ng and Feldman (2012) pointed out that individuals who have a high level of risk are more willing to try many alternatives that others view as unconventional and unsafe because they have a high degree of personal traits (openness to experience, proactive personality, innovative personality, and risk-taking) it makes them have an internal drive to be more innovative in their jobs, and all of these traits are positively related to employee creativity.

2.4.3 The relationship between job passion and Innovative work behaviors:

The relationship between passion for work and innovative work behaviors is through the concept of passion for work by Zigarmi et al (2009) who has mentioned five operational definitions, namely:

- (1) the persistence of the individual;
- (2) emotionally positive;
- (3) meaning-based;
- (4) the state of well-being resulting from repeated cognitive and affective appraisals of various job and organizational situations that lead to consistency; and
- (5) constructive work intentions and behaviors.

With this interpretation, it can be said that passion for work also has a role in improving performance (Alfrian, 2018). De Clercq and Pereira (2020) indicated that employees who have a strong passion for work tend to gain positive energy from completing difficult work tasks, which would enhance their ability to apply knowledge-based relational resources to risky innovative behaviors, even if other members may have viewed these behaviors as destructive. The positive energy that comes from a passion for work expands the set of cognitive tools available to them as they carry out daily work activities. Motivated employees tend to become immersed in their jobs. Therefore, they have greater abilities to apply valuable knowledge, gained from peer interactions to develop new innovative solutions to organizational problems, and their motivational role of passion for work is more direct to be attracted to challenging work situations.

2.5 Analysis of the Research sample:

This research relied on the questionnaire to obtain data by selecting a stratified random sample of employees of the Departments of the Ministry of Higher Education and Scientific Research, which were 328 individuals and however, 322 were responded for final data analysis. Table 1 shows the social characteristics of the research sample. The researchers rely on commenting on the results presented above by interpreting the value of the arithmetic mean according to dividing its value into five categories commensurate with the five-digit Likert scale that was adopted in the questionnaire to determine the answers of the surveyed respondents, which are as follows (1- to 1.80 very weak), (1.81 to 2.60 weak), (2.61 to 3.40 average), (3.41 to 4.20 good), and (4.21 to 5 very good).

Table1: The social characteristics of the research sample.

Variables		Frequency	Percentage
Gender	Male	139	43 %
	Female	183	57 %
	Total	322	100 %
Variables		Frequency	Percentage
Academic qualification	Technical Diploma	23	7 %
	Bachelor's	120	37 %
	Higher Diploma	5	2 %
	Master's	102	32 %
	Ph.D.	72	22 %
	Total	322	100 %

Variables		Frequency	Percentage
Age	Less than 30 years	13	4 %
	30-40 years	174	54 %
	More than 45 years old	135	42 %
	Total	322	100 %
Variables		Frequency	Percentage
The years of experience	Less than 5 years	19	6%
	From 5 - less than 10	19	6%
	10 less than 15 years	70	22%
	15 - less than 20 years old	108	33%
	20 years and more	106	33%
	Total	322	100 %

2.6 Measuring the validity and reliability of the scale tool:

2.6.1 Cronbach's Alpha:

The concept of reliability, in general, refers to obtaining approximately the same results if the distribution of the scale is repeated, after a certain period, and the (Cronbach) coefficient is used in this, the value of which must be greater or equal to 0.70 to be considered acceptable, as it is clear from Table 2 that all extracted Cronbach coefficient values are greater than the specified standard and are therefore considered good, meaning that the measures used in the research have good reliability.

Table 2: Cronbach's Alpha scale

Variables and dimensions	Alpha Cronbach	The decision
Enjoy the work	0.785	Good
Self-motivation	0.778	Good
Self-identity	0.723	Good
Sense of learning	0.778	Good
Job passion	0.815	Good
The ability to present new ideas and proposals	0.844	Good
The ability to provide Innovative solutions to problems	0.86	Good
The ability to change	0.877	Good
Initiative and the spirit of risk	0.849	Good
Innovative work behaviors	0.889	Good

2.6.2 Stability using (half splitting):

To further ensure that the scale used has good reliability, the studies resorted to relying on the split-half test, as when applying this method it was found that the coefficient (The Spearman-Brown score for the questionnaire reached (0.860), while the split-half coefficient for the questionnaire using the Guttman coefficient reached (0.855), which means that it has good stability with its various scales and can be adopted at different times, based on the results indicated in Table 3.

Table 3: Test (Half-Partition)

Cronbach's Alpha	Part 1	Value	.943
		N of Items	33a
	Part 2	Value	.934
		N of Items	32b
	Total N of Items		65
Correlation between forms			0.755
Spearman-Brown Coefficient	Equal length		0.860
	Unequal length		0.860
Guttman Split-Half Coefficient			0.855

2.7 The Descriptive Analysis and Data Replications :

This paragraph relates to describing and diagnosing the dimension of enjoyment of work, one of the dimensions of job passion, based on the results indicated in Table 4 below, it is clear that the dimension of enjoyment of work was measured by five items, and the second item included the content (I really love my job when I do), which received the highest percentage in terms of the arithmetic mean, which reached a value of 3.891, the standard deviation (0.981), and the coefficient of variation (25.21), while the item above was ranked first in terms of the relative importance of the rest of the items, and this indicates that the level of direction in the individuals' answers, while the fourth item, whose content is (I feel excited when I go to work), received the lowest percentage in terms of the arithmetic mean, which was valued at 3.273, the standard deviation (1.147), and the coefficient of variation (35.04), while the above item scored It ranked fifth in terms of the relative importance of the rest of the items, and this indicates that the level of direction of the sample members' answers was towards good, while the fourth item, the content of which is (I feel excited when I go to work), received the lowest percentage in terms of the arithmetic mean, which reached a value of 3.273. The standard deviation is 1.147 and the coefficient of variation is 35.04, while the item above was ranked fifth in terms of the relative importance of the rest of the items. This indicates that the level of direction in the response of the sample members was towards the average.

Table 4: The Descriptive Analysis of the Enjoying Work Dimension

Questions	Mean	Standard Deviation	Coefficient Of Variation
1 I enjoy my work passionately.	3.519	1.103	31.34
2 I really love my job when I do it.	3.891	0.981	25.21
3 I do not feel tired or bored while doing my work.	3.494	1.147	32.83
4 I feel excited when I go to work.	3.273	1.147	35.04
5 I feel satisfied and energetic in my work.	3.491	1.134	32.48
The overall average	3.534	0.860	

This paragraph relates to describing and diagnosing the dimension of self-motivation, one of the dimensions of job passion, based on the results indicated in Table 5 below, it is clear that the dimension of self-motivation was measured by four items, and the third item included (something inside me pushes me to do the work), which received the highest percentage in terms of the arithmetic mean, which amounted to 3.935, the standard deviation (0.933), and the coefficient of variation (23.71), while the item above was ranked first in terms of the relative importance, and this indicates that the level of answer direction, while the fourth item, whose content is (In order to finish what I am obligated to do, I work extra hours even when no one asks me to do so), which received the lowest percentage in terms of the arithmetic mean, which amounted to 3.674, and the standard deviation (1.150) and the coefficient of variation (31.3), while the item above was ranked fourth in terms of relative importance, and this indicates that the level of direction of the sample members' answers was towards good.

Table 5: The Descriptive Analysis of the Self-motivation Dimension

Questions	Mean	Standard Deviation	Coefficient Of Variation
1 I'm doing my job Even if I don't receive enough pay	3.891	1.070	27.5
2 I get my motivation from the work itself, not the reward.	3.820	1.032	27.02
3 Something inside me pushes me to do the work.	3.935	0.933	23.71
4 In order to finish what I am obligated to do, I work overtime even when no one asks me to do so.	3.674	1.150	31.3
The overall average	3.830	0.804	

This paragraph relates to describing and diagnosing the dimension of self-identity, one of the dimensions of job passion, based on the results indicated in Table 6 below, it is clear that the dimension of self-identity was measured by four items, and the first item included, the content of which is (My work makes me very proud By myself), which received the highest percentage in terms of the arithmetic mean, which amounted to 3.851, the standard deviation (1.003), and the coefficient of variation (26.05), while the item above was ranked first in terms of relative importance to the rest of the items, and this indicates that the level of trend in the response of the sample members, while the second item, whose content (My work reflects the qualities that I like in myself), received the lowest percentage in terms of the arithmetic mean, which was valued at 3.674, the standard deviation (1.066), and the coefficient of variation (29.01), while the above item scored, it ranked third in terms of the relative importance of the rest of the items, and this indicates that the level of direction of the sample members' answers was towards good.

Table 6: The Descriptive Analysis of the Self-identity Dimension

Questions		Mean	Standard Deviation	Coefficient Of Variation
1	My work makes me very self-confident.	3.851	1.003	26.05
2	My work reflects the qualities I love in myself.	3.674	1.066	29.01
3	I feel a sense of belonging to my work.	3.814	1.003	26.3
4	I feel that my work is the work that I am proud of.	3.773	1.114	29.53
The overall average		3.778	0.836	

This paragraph concerns the description and diagnosis of the dimension sensation of learning, one of the dimensions of job passion based on the results indicated in Table 7 below, it becomes clear that the after-sensation of learning was measured by four items, in which was the first item, the content of which (I do my best to improve the work I do), which won the highest percentage in terms of the arithmetic mean, which amounted to 4.351, the standard deviation (0.808) and the coefficient of difference (18.57), while the above item recorded in the first place in terms of the relative importance. This indicates that the level of the respondents' response was very good. While the third item, the content of which (kept Willingness to learn more and more about my work), which won the lowest percentage in terms of the arithmetic mean, which was valued at 4.255, the standard deviation (0.803) and the coefficient of difference (18.87). The above item was recorded in second place in terms of the relative importance of the rest of the items, and this indicates that the level of the respondents' response was very good, as for the level of the sense of learning in general, as the arithmetic mean was valued at 4.297 and the standard deviation (0.714), and this he points out that all the results of the items after the sense of learning indicate that the level of the respondents' response was very good by the employees of the Ministry of Higher Education and Scientific Research. Thus, we can understand from this that the sense of continuous achievement and development of employees who have a sense of learning at a very good level greatly enhances individual and collective performance and contributes to the success of the organization.

Table 7: The Descriptive Analysis of the Sense of Learning Dimension

Questions		Mean	Standard Deviation	Coefficient Of Variation
1	I do my best to improve the work I do.	4.351	0.808	18.57
2	I try to find new and better ways to do my work.	4.301	0.812	18.88
3	I am ready to learn more and more about my work.	4.255	0.803	18.87
4	I try to do my job in the best way possible.	4.283	0.923	21.55
The overall average		4.297	0.714	

This paragraph relates to describing and diagnosing the dimension of the ability to present new ideas and proposals, one of the dimensions of innovative work behaviors, based on the results indicated in Table 8 below, it is clear that the dimension of the ability to present new ideas and proposals was measured by five items, and it was the third item, whose content is (I have a desire to present new proposals at work), received the highest percentage in terms of the arithmetic mean, which reached a value of 3.702, the standard deviation (0.959), and the coefficient of variation (25.9), while the above item was ranked the first in terms of relative importance. This indicates that the level of trend in the sample members' answers was towards good, while the fifth item, the content of which is (My superiors encourage the submission of new ideas and proposals and they follow them up), which received the lowest percentage in terms of the arithmetic mean, which reached a value of 3.034 and the standard deviation (1.177). and the coefficient of variation (38.79), while the item above was ranked fifth in terms of the relative importance of the rest of the items, and this indicates that the level of the direction of the sample members' answers was towards the average, as for the level of the dimension of ability to present new ideas and proposals in general, as the arithmetic mean reached its value is 3.379 and the standard deviation is 0.814. This indicates that all results for items after the ability to present new ideas and proposals indicate that the response level of the sample members was about average.

Table 8: The Descriptive Analysis of the Ability to Present New Ideas and Proposals Dimension.

Questions		Mean	Standard Deviation	Coefficient Of Variation
1	New ideas are accepted by my bosses at work.	3.506	1.114	31.77
2	I can get the information I need to be Innovative at work.	3.497	1.027	29.37
3	I have a desire to introduce new proposals at work.	3.702	0.959	25.9
4	The administration develops my ability to present ideas and proposals that are executable	3.155	1.094	34.68
5	My bosses encourage new ideas and proposals and follow up on them.	3.034	1.177	38.79
The overall average		3.379	0.814	

This paragraph relates to describing and diagnosing the dimension of the ability to provide Innovative solutions to problems, one of the dimensions of innovative work behaviors, based on the results indicated in Table 9 below, it is clear that the dimension of the ability to provide Innovative solutions to problems was measured through four items, and it was the fourth item, which contains the content (I can anticipate possible work problems to avoid their effects), which received the highest percentage in terms of the arithmetic mean, which reached a value of 3.640, the standard deviation (0.941), and the coefficient of variation (25.85), while the above item was ranked first. In terms of the relative importance of the rest of the items, this indicates that the level of direction in the response of the sample members was towards good, while the second item, the content of which (I have the opportunity to participate in making decisions that will bring about development at work), received the lowest percentage in terms of the arithmetic mean. The value of which was 2.953, the standard deviation (1.144), and the coefficient of variation (38.74), while the item above was ranked third in terms of relative importance to the rest of the items, and this indicates that the level of direction in the response of the sample members was towards the average.

Table 9: The Descriptive Analysis of the Ability to Provide Innovative Solutions to Problems Dimension

Questions		Mean	Standard Deviation	Coefficient Of Variation
1	I have the opportunity to provide Innovative solutions to problems at work.	3.106	1.216	39.15
2	I have the opportunity to participate in making decisions that will bring about development at work.	2.953	1.144	38.74
3	Proposals made to solve work problems are accepted by my bosses	3.099	1.161	37.46
4	I can anticipate potential work problems to avoid their effects.	3.640	0.941	25.85
The overall average		3.200	0.919	

This paragraph relates to describing and diagnosing the dimension of the ability to change, one of the dimensions of innovative work behaviors, based on the results indicated in Table 10 below it is clear that the dimension of the ability to change was measured through five items, which included the first item, the content of which is (I have the readiness to engage in other work to bring about change in the future), which received the highest percentage in terms of the arithmetic mean, which reached a value of 3.540, the standard deviation (1.111), and the coefficient of variation (31.38), while the above item was ranked second in terms of relative importance to the rest of the items. This indicates that the level of direction in the sample members' answers was good, while the second item, the content of which is (there is a supportive environment for Innovative change at work), received the lowest percentage in terms of the arithmetic mean, which had a value of 2.941. The standard deviation (1.119), and the coefficient of variation (38.05). While the item above was ranked fourth in terms of relative importance to the rest of the items, this indicates that the level of direction in the sample members' answers was towards the average, as for the level of the ability to change dimension in general, as the arithmetic mean reached a value of 3.249. The standard deviation (0.816), indicates that all results for the items after the ability to change indicate that the response level of the sample members was about average.

Table 10: The Descriptive Analysis of the Ability to Change Dimension

Questions		Mean	Standard Deviation	Coefficient Of Variation
1	There is a supportive environment for Innovative change at work.	2.941	1.119	38.05
2	I am ready to engage in other work to bring about change in the future.	3.540	1.111	31.38
3	I find the opportunity to pursue new ideas that add new skills to me at work.	3.485	1.089	31.25
4	I find the opportunity for advancement and promotion at work.	3.292	1.147	34.84
5	My superiors participate with their subordinates when developing future plans directed towards change and development.	2.988	1.192	39.89
The overall average		3.249	0.816	

This item relates to describing and diagnosing the dimension of initiative and the spirit of risk, one of the dimensions of Innovative work behaviors, based on the results indicated in Table 11 below, it is clear that the dimension of initiative and the spirit of risk-taking was measured by five items, which included the third item, the content of which is (I have sufficient courage to do difficult tasks to challenge my ability at work), which received the highest percentage in terms of the arithmetic mean, which reached a value of (3.957). The standard deviation (0.892), and the coefficient of variation (22.54), while the above item was ranked first in terms of relative importance. This indicates that the level of direction of the sample members' answers was towards good, while the fifth item, the content of which is (My bosses pursue mature ideas that carry a degree of risk at work), received the lowest percentage in terms of the arithmetic mean, which amounted to 2.727 and the standard deviation (1.210) and the coefficient of variation (44.37), while the item above was ranked fifth and last in terms of the relative importance of the rest of the items. This indicates that the level of direction in the response of the sample members was towards the average.

Table 11: The Descriptive Analysis of Initiative and the Spirit of Risk Dimension

Questions		Mean	Standard Deviation	Coefficient Of Variation
1	Management encourages employees to take initiative and take risks at work.	3.130	1.171	37.41
2	My superiors foster a spirit of constructive competition among their subordinates.	2.857	1.202	42.07
3	Have enough courage to do difficult work to challenge my ability at work.	3.957	0.892	22.54
4	I would like to belong to a work team that is assigned difficult (unusual) tasks.	3.699	1.085	29.33
5	My bosses pursue mature ideas that carry a degree of risk at work.	2.727	1.210	44.37
The overall average		3.274	0.776	

3. Discussion of Results:

It is noted from Table 12 below that the extracted F-value among job passion in work behaviors was 146.204, which is greater than the tabular F-value (3.94) at a moral level (0.05), and this result represents sufficient support for accepting the alternative hypothesis (the presence of a significant moral effect of job passion in innovative work behaviors), and the value of the corrected identification coefficient ($Adj(R^2)$) (0.311), which indicates that job passion it is explained by (31%) of the variables that occur on innovative work behaviors, while the extracted T-value of the marginal inclination coefficient of the happy work environment variable was 12.091, which is greater than the tabular T-value (1.984), and this indicates a stable moral. The marginal inclination coefficient (β) of the career passion variable is 0.626, which indicates an increase of one unit in career passion will lead to an increase in Innovative work behaviors by 63%. The extracted F-value among the dimensions of career passion (enjoyment of work, self-motivation , self-identity, and sense of learning) amounted to 152.401, 29.106, 124.398, and 59.753 respectively, which is greater than the tabular F-value (3.94) at a moral level (0.05), based on which the decision regarding the sub-hypotheses of the dimensions of career passion is acceptable, which are as follows:-

H11 = There is an effect of the dimension of enjoyment of work on innovative work behavior (the acceptance of the alternative hypothesis).

H12 = There is an influence of the dimension of self-motivation in innovative work behaviors (the acceptance of the alternative hypothesis).

H13 = There is an influence of the dimension of self-identity in innovative work behavior (the acceptance of the alternative hypothesis).

H14 = There is an effect of the dimension of the sense of learning in the innovative action behavior (the acceptance of the alternative hypothesis).

This indicates that the more the organization seeks to increase the likelihood of passion and dedication among its employees in performing the functions assigned to them, and then their sense of motivation, good supervision, appreciation and respect become more attached to work and expose it to positive emotions and thus contribute to enhancing Innovative work behaviors.

A - The value of the corrected determination coefficient (Adj (R²)) for the dimensions of job passion was 0.320, 0.081, 0.278, and 0.155, respectively. This indicates that there is a discrepancy in the interpretation of the dimensions of job passion for the variable of Innovative work behaviors, where the highest percentage was for the dimension of (enjoyment of work), which explains 32% of the variables that occur on the variable of Innovative work behaviors, while the lowest percentage was for the dimension of self-motivation 8% of the variables that occur in the variable of Innovative work behaviors.

B-The T-value of the marginal propensity coefficient between the dimensions of career passion in Innovative work behaviors was 12.345, 5.395, 11.153, and 7.730 respectively, and it represents more than the tabular T-value (1.984) at a morale level (0.05), and this indicates that the morale of the marginal propensity coefficient(β) to the dimensions of career passion is proven and has a real impact on Innovative work behaviors.

C-It is shown by the marginal propensity β-coefficient() for all and adult dimensions of career passion 0.476, 0.259, 0.457, and 0.401, respectively, and this indicates that there is a discrepancy in the strength of the impact of the dimensions of career passion on the variable of Innovative work behaviors, where the highest impact force reached at the dimension (enjoyment of work) which was 0.476, that is, when increasing this dimension by one unit leads to an increase in innovative work behaviors by 48%.

Table 12: The Effect Analysis of the Dimensions of Job Passion on Innovative Work Behaviors

The decision	Sig	(t)	(F)	Adj (R2)	(R2)	(R)	Dimensions of the Job passion variable			The Dependent variable
Accept the alternative hypothesis	0.000	12.345	152.401	.320	.323	.568	1.592	(α)	Enjoy the work	Innovative work behaviors
							.476	(β)		
Accept the alternative hypothesis	0.000	5.395	29.106	.081	.083	.289	2.283	(α)	Self motivation	
							.259	(β)		
Accept the alternative hypothesis	0.000	11.153	124.398	.278	.280	.529	1.550	(α)	Self identity	
							.457	(β)		
Accept the alternative hypothesis	0.000	7.730	59.753	.155	.157	.397	1.553	(α)	Sense of learning	
							.401	(β)		
Accept the alternative hypothesis	0.000	12.091	146.204	.311	.314	.560	.860	(α)	Job passion	
							.626	(β)		
(N) = (322) / ((F) Tabular = 3.94) / ((tabular) =1.984)										

4. Conclusions:

The main conclusions reached by the research:

- The results indicated that there is a good level of dimension-work enjoyment among the Research sample, that is, the level of dimension-work enjoyment reflects the satisfaction and happiness of employees in the general environment of the ministry, their feeling of comfort and positive emotions in carrying out job tasks and contributing to achievements and progress in the field of work, as well as their readiness to continue to develop.
- The statistical results indicated the availability of the functional emotion variable among the Research sample at a good level, where the order of dimensions was as follows (sense of learning, self-motivation, self-identity, and enjoyment of work). We conclude from this that the dimensions of the above variable are available and motivated employees are often innovative, ready to share new ideas and provide solutions, use their passion for continuous improvement and development of processes and services, and provide a strong sense of belonging and loyalty. Managers are required to provide a positive and inspiring work environment that encourages them to be dedicated, innovative and successful, and increases their passion to a higher level in a way that helps them achieve results.
- The statistical results revealed the availability of the innovative work behaviors variable at an average level in the research sample, where the order of dimensions was as follows (entrepreneurship and risk-taking, the ability to submit new ideas and proposals, the ability to change, and the ability to provide innovative solutions to problems), and this indicates that the dimensions of the above variable are available, but not at the required level, as the ability to change and generate Innovative solutions came at the last level of research, as the ability to. This requires focusing on them in addressing problems and making appropriate decisions based on a correct scientific basis, and that the management view of employees is not limited because they represent basic capabilities and not just a tool. This indicates the existence of a moderate level of the ability of employees within the Ministry of Higher Education and Scientific Research to adapt to the surrounding changes, whether internal or external, as well as a supportive environment that requires the availability of innovative change that gives employees the flexibility and strength to adapt to transformations, growth, and development, and set goals and plans that are necessary to achieve the change.
- It is noted from the research results that there is a good level of self-motivation among the research sample, as self-motivation is at a good level, which indicates that employees have a strong and internal motivation to achieve success and develop their abilities at work, and the result expresses a high level of enthusiasm and motivation that drives them to achieve success at work, which shows that employees have a strong and internal motivation to achieve success and develop their abilities at work.

Authors Declaration:

Conflicts of Interest: None

-We Hereby Confirm That All The Figures and Tables In The Manuscript Are Mine and Ours. Besides, The Figures and Images, Which are Not Mine, Have Been Permitted Republication and Attached to The Manuscript.

- Ethical Clearance: The Research Was Approved By The Local Ethical Committee in The University.

References:

- 1-** A. Agarwal, U. (2014). "Examining the impact of social exchange relationships on innovative work behaviour: Role of work engagement". *Team performance management*, Vol.20, No. 3/4, pp. 102-120.
- 2-** Abstein, A., Heidenreich, S., and Spieth, P. (2014). "Innovative work behaviour: The impact of comprehensive HR system perceptions and the role of work–life conflict". *Industry and Innovation*, Vol.21, No. 2, pp.91-116.
- 3-** Afana, J. and Al-Dogan, M. (2021). "Empowering employees as a management style and its impact on Innovative behavior is a field study on commercial banks in the eastern province of Saudi Arabia". *Journal of the University of Sharjah for Humanities and Social Sciences* ,Vol. 18, No.1, pp. 222-267.
- 4-** Alfrian, F. D. (2018). "Does spirituality at work has an impact on the relationship between passion and innovative behaviors of employee?". *Russian Journal of Agricultural and Socio-Economic Sciences*, Vol.78, No.6, pp.106-111.
- 5-** Alghanmi, A. A. W.(2022) "toxic leadership and its impact on rude behaviorists work : the mitigating role of work passion", PhD thesis submitted to the Faculty of management and economics/ Qadisiyah University to obtain a PhD in philosophy in Business Administration Sciences.
- 6-** Al-Hamdani, S.N., Saeed, H.K., a. M., Hamed, S.A and Iftikhar, A., (2021). "The relationship between reliable leadership and knowledge sharing through the intermediate role of Innovative work behaviors": an applied Research on a sample of managers at the Ministry of Labor and social affairs in Baghdad. *Journal of business economics of Applied Research*, Vol.1, No.1, pp.26-26.
- 7-** Al-Harbi, G. A. (2008). "The impact of administrative empowerment on the development of Innovative behaviors among employees of the Ministry of higher education in the kingdom of Saudi Arabia". (Master's thesis). Mutah University, Jordan.
- 8-** Al-Jumaili, M. K. ., and Ababneh, H.T. M. (2018). "The impact of the organizational climate on Innovative behaviors in Jordanian private universities: the intermediary role of organizational citizenship" (unpublished master's thesis). Al Al Bayt University, Mafraq. Retrieved from <http://search.mandumah.com/Record/875492>
- 9-** Amarnani, R. K., Lajom, J. A. L., Restubog, S. L. D., and Capezio, A. (2020). "Consumed by obsession: Job adaptability resources and the performance consequences of obsessive passion and harmonious passion for work". *Human Relations*, Vol.73, No.6, pp.811-836.
- 10-** Armstrong, M., and Taylor, S. (2020). "Armstrong's handbook of human resource management practice". Kogan Page Publishers.
- 11-** Baharuddin, M. F., Masrek, M. N., and Shuhidan, S. M. (2019). "Innovative work behaviour of school teachers: A conceptual framework". *International E-Journal of Advances in Education*, Vol.5, No. 14, pp.213-221.
- 12-** Carlucci, D., Mura, M., And Schiuma, G. (2020). "Fostering Employees' innovative Work Behaviour In Healthcare Organisations". *International Journal Of Innovation Management* ,Vol. 24, No. 02, Pp.2050014.
- 13-** De Clercq, D., and Pereira, R. (2020). "Knowledge-sharing efforts and employee Innovative behaviors: the invigorating roles of passion for work, time sufficiency and procedural justice". *Journal of Knowledge Management* ,Vol. 24, No5, pp. 1131-1155.
- 14-** Fred, L. (2011). "Organizational Behaviors An Evidence-Based Approach Twelfth Edition". The McGraw-Hill Companies.
- 15-** Gelin, S. (2022). "An Exploration of Self-Identity Experiences Within the Lives of Afro-Caribbean Women Undergraduate College Students": A Feminist Phenomenological Research (Doctoral dissertation, Syracuse University).

- 16-** Graves, L. M., Ruderman, M. N., Ohlott, P. J., and Weber, T. J. (2012). "Driven to work and enjoyment of work: Effects on managers' outcomes". *Journal of Management* ,Vol. 38,No. 5, pp.1655-1680.
- 17-** Hamad, S. F., and Al-Tae, A. H. F. (2021). "International Journal Of Research In Social Sciences And Humanities".
- 18-** Hamed, S. A., and Fisal, M. Z. (2022). "Strategic Agility and its Impact on Strategic Recovery". *Resmilitaris* ,Vol. 12,No. 2,pp. 5643-5666.
- 19-** Hamed, S.A., and Hanan, K., (2019). "The impact of dynamic capabilities on competitive advantage is an analytical Research at the Iraqi cement company". *Journal of Economics and Administrative Sciences* ,Vol. 25,No. 111, pp. 138-138.
- 20-** Hamid, M. Z., (2017) "employing ingenious leadership behaviors to promote Innovative behaviors: the intermediary role of perceived self-efficacy", master's thesis, for a master's degree in business administration, introduction to the Faculty of management and economics, Qadisiyah University.
- 21-** Johri, R., Misra, R. K., and Bhattacharjee, S. (2016). "Work passion: Construction of reliable and valid measurement scale in the Indian context". *Global Business Review*, Vol. 17.,No. 3, pp.147S-158S.
- 22-** Kar, A. (2018). "Our quest for a great place to work: meaning in and at work through the fit perspective" (Doctoral dissertation).
- 23-** Lambriex-Schmitz, P., Van der Klink, M. R., Beusaert, S., Bijker, M., and Segers, M. (2020). "Towards successful innovations in education: Development and validation of a multi-dimensional Innovative Work Behaviour Instrument". *Vocations and Learning* ,Vol. 13,No3,pp. 313-340.
- 24-** Manzoor, Q. A. (2012). "Impact of employees motivation on organizational effectiveness. *Business management and strategy*",Vol. 3,No. 1,pp. 1-12.
- 25-** Mohammed, N.J., and Mohammed, A.R.T., (2015). "The Relationship Between the Quality of work life and organizational innovation" (Applied Research in center of the Ministry of planning). *Journal of Economics and Administrative Sciences*, Vol.21,No.81,pp.70-70.
- 26-** Ng, T. W., and Feldman, D. C. (2012). "A comparison of self-ratings and non-self-report measures of employee creativity". *Human Relations*, Vol.65,No. 8, pp.1021-1047.
- 27-** Phil-Thingvad, S., and Klausen, K. K. (2020). "Managing the implementation of innovation strategies in public service organization — How managers may support employees innovative work behavior". *International Journal of Innovation Management*, Vol.24,No. 04, pp.2050074.
- 28-** Rabie, G. H. (2019). "Profiling and measurement of work passion in South African nurses" (Doctoral dissertation, North-West University (South Africa)).
- 29-** Ratnasari, D., and Wulansari, N. A. (2019). "Effect of Leader Member Exchange on Innovative Work Behaviour throught Work Eengagement as a Mediation". *Management Analysis Journal*, Vol.8,No. 2,pp. 196-204.
- 30-** Salman, S. M., Hamed, S. A., and Fisal, M. Z. (2023). "Leadership and Internal Communication Strategies in Public Organizations": Analytical Research. *International Journal of Professional Business Review: Int. J. Prof. Bus. Rev*, Vol.8,No.4,pp.14.
- 31-** Sanz-Vergel, A. I., and Rodríguez-Muñoz, A. (2013). "The spillover and crossover of daily work enjoyment and well-being: A diary Research among working couples". *Revista de Psicología del Trabajo y de las Organizaciones* ,Vol. 29,No. 3,pp. 179-185.
- 32-** Setiadi, N. J., and Inderadi, R. (2018). "The Influence of Innovative Style Preference on Innovative Behaviors of Indonesia Innovative Industry Workers". *International Journal of Organizational Business Excellence*, Vol. 1,No. 1, pp.65-76.
- 33-** Shi, J. (2012). "Influence of passion on innovative behavior: An empirical examination in Peoples Republic of China". *African Journal of Business Management* ,Vol 6 ,No 30,pp 8889.
- 34-** Smallfield, J. (2019). "The Deep Down Nature of Servant Leadership: The Interactive Role of Identity and Self Determination" (Doctoral dissertation, University of Illinois at Chicago).

- 35-** Srijaya, F. (2020, December). "The Work Passion Effect on PT. XYZ's Employees Performance in Jakarta". In The 2nd Tarumanagara International Conference on the Applications of Social Sciences and Humanities (TICASH 2020) (pp. 544-548). Atlantis Press.
- 36-** Stoia, E. (2018). "Employee work passion: A theoretical review, Degree Master In Management" Sro011 – Master's Thesis Academic Year 2017-18
- 37-** Tan, C. H., Kaur, H., Mary, A. A. S., Baluyot, M. B., Jimenez, M. D. D., Ventayen, R. J. M., and Pentang, J. (2021). "How organizational climate mediates employee innovative work behaviors among food manufacturing industries in COVID-19 pandemic": Implications to business economics and management.
- 38-** Vallerand, R. J., Blanchard, C., Mageau, G. A., Koestner, R., Ratelle, C., Léonard, M., ... and Marsolais, J. (2003). "Les passions de l'ame: on obsessive and harmonious passion". *Journal of personality and social psychology*, Vol. 85, No. 4, pp. 756.
- 39-** Zafar, F., and Naveed, K. (2014). "Organizational change and dealing with employees' resistance". *International Journal of Management Excellence* (ISSN: 2292-1648), Vol. 2, No. 3, pp. 237-246.
- 40-** Zigarmi, D., Nimon, K., Houson, D., Witt, D., and Diehl, J. (2009). "Beyond engagement: Toward a framework and operational definition for employee work passion". *Human Resource Development Review*, Vol.8, No.3, pp. 300-326.

تأثير الشغف الوظيفي في سلوكيات العمل الابداعي : بحث تحليلي في وزارة التعليم العالي والبحث العلمي

علي حسون الطائي
جامعة بغداد / كلية الادارة والاقتصاد / قسم الادارة العامة
العراق
alialtaee1777@gmail.com

حسن غافل جواد العيساوي
جامعة بغداد / كلية الادارة والاقتصاد / قسم الادارة العامة
العراق
Ghafilhasan1980@gamail.com

Received: 17/11/2023

Accepted: 8/1/2024

Published Online First: 30 /4/ 2024

هذا العمل مرخص تحت اتفاقية المشاع الابداعي نُسب المُصنّف - غير تجاري - الترخيص العمومي الدولي 4.0 Attribution-NonCommercial 4.0 International (CC BY-NC 4.0)



مستخلص البحث:

يهدف البحث الحالي الى اختبار تأثير الشغف الوظيفي على سلوكيات العمل الابداعي، وتدور فكرة البحث حول توفير شغف وظيفي يساهم ويدعم سلوكيات العمل الابداعي لدى موظفي وزارة التعليم العالي والبحث العلمي ، اذ يضم متغير الشغف الوظيفي اربعة ابعاد هي (الاستمتاع في العمل، الدافع الذاتي ، الهوية الذاتية و الاحساس بالتعلم) ، اما متغير سلوكيات العمل الابداعي فقد تناول اربعة ابعاد (القدرة على تقديم حلول ابداعية للمشكلات ، القدرة على افكار ومقترحات جديدة ، القدرة على التغيير و المبادأة وروح المجازفة) ، لعينة من موظفي وزارة التعليم العالي والبحث العلمي ، اذ تم اختيار عينة عشوائية طبقية البالغ عددها (328) من مجتمع الدراسة (2229) بالاعتماد على الاستبانة في جمع البيانات ، وكانت الاستبانات الصالحة للتحليل الاحصائي (322) استبانة ، وقد استخدم البحث عدداً من الاساليب الاحصائية في التعامل مع نتائج الاستبانة لاسيما معامل الارتباط البسيط (Pearson) واساليب التحليل الوصفي باستخدام برنامج (SPSS.v23 ، AMOS.v23) ، وقد اثبت صحة الفرضيات التي من خلالها تم التوصل الى مجموعة من النتائج والتي من ابرزها وجود علاقة تأثير الشغف الوظيفي وابعاده على سلوكيات العمل الابداعي ، وان ابعاد متغير سلوكيات العمل الابداعي اعلاه متوافرة ولكن ليس بالمستوى المطلوب حيث جاءت فقرة القدرة على التغيير وتوليد حلول ابداعية بالمستوى الاخير ، والتي يتطلب التركيز عليهما في معالجة المشكلات واتخاذ القرارات المناسبة التي تبني على اساس علمي صحيح ، وان تكون نظرة الادارة الى الموظفين ليست محدودة كونهم يمثلون مقدرات جوهرية وليس اداة فقط لتنفيذ القرارات والسياسات.

نوع البحث: بحث مسئل من اطروحة

المصطلحات الرئيسية للبحث: الشغف الوظيفي ، سلوكيات العمل الابداعي ، وزارة التعليم العالي والبحث العلمي.