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## **Administrative accountability and its relationship to job satisfaction for physical education teachers in middle schools in Al-Diwaniyah governorate**

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### **Abstract**

Accountability is not a random or moody process, but rather a planned and specific process that requires discipline away from tension and anger, as accountability requires honesty and honesty at work, and accountability also requires courage to be prepared to implement it. Accountability should not be seen as a source of fear and anxiety, nor as a tool for threatening as much as it is a method for reviewing and improving performance, and developing the skills of workers. As for the research problem, it is reflected in the nature of the relationship between administrative accountability and job satisfaction for physical education teachers in middle schools in Al-Diwaniyah Governorate, while it was the most important Objectives To identify the administrative accountability and job satisfaction of physical education teachers in middle schools in Al-Diwaniyah Governorate, The descriptive approach was used in a survey method, and the sample number was (162) teachers (100) for construction and (62) for application, and the most important conclusions were the administrative accountability used in most schools to achieve job satisfaction for teachers., while the most important recommendations were to create a healthy climatic atmosphere in schools to reduce The pressure of administrative work and consequently the ability of teachers to perform their work in the best way.

**Keywords:** Administrative accountability, job satisfaction

### **Introduction**

Accountability is not a random or moody process, but rather a planned and specific process that requires discipline away from tension and anger, as accountability requires honesty and honesty at work, and accountability also requires courage to be prepared to implement it. Accountability should not be seen as a source of fear and anxiety, nor as a tool for threatening, as much as it is a method for reviewing and improving performance, and developing the skills of employees. Through accountability, relations between employees will be strengthened, efforts will be coordinated, strategic thinking developed at the group and individual levels, and problems and difficulties that may appear at work will be known. Administrative accountability is considered an entry point for achieving mutual trust within the administrative apparatus when it is seen as a process that includes clarification of the nature of performance, and therefore this process carries within it the presence of willingness to accept and justify that must be objective, to be convincing to both parties, and thus highlights the importance of administrative accountability to control work. Administrative. Job satisfaction is the positive feeling that a person feels in general about work by achieving his desires and needs, and to achieve it, it is necessary to provide a healthy environment or climate, reduce the great effort and burden, as well as good relations with colleagues, providing material and moral rewards and continuous encouragement. All this will lead to an increase in the motivation to work, adhere to deadlines, make suggestions that serve everyone and raise job performance, Hence the importance of research through identifying administrative accountability and job satisfaction and building two standards for them.

**Search problem:** The problem can be summarized by the following question: What is the nature of the relationship between administrative accountability and job satisfaction for physical education teachers in middle schools in Al-Diwaniyah Governorate?

**Research aims:** Building and standardizing measures of administrative accountability and job satisfaction for physical education teachers in middle schools in Al-Diwaniyah Governorate, Identifying the administrative accountability and job satisfaction of physical education teachers in middle schools in Al-Diwaniyah Governorate, to identify the

relationship between administrative accountability and job satisfaction for physical education teachers in middle schools in Al-Diwaniyah Governorate.

**Methodology**

**Research Methodology:** The researchers used the descriptive approach in the survey method, due to the relevance and nature of the problem at hand. The method is (the method that an individual produces in order to reach a specific goal) (Akram, 1997) [1].

The research community and its sample (Salman, 2011) [3]: By the research community, we mean "all the vocabulary of the phenomenon that the researcher studies" The research

community has been identified and they are physical education teachers in Al-Diwaniyah Governorate, who are (162) teachers, and the research sample will be (100) teachers of construction and (62) teachers of the application. The initial formula of the two scales: Through the researchers' review of a set of studies and literature related to the topic of the research, the researchers identified four areas of the administrative accountability scale (goals, curriculum, students, creativity) and four areas of the job satisfaction scale (relationship with professors, work environment, relationship with school administration And it was presented to a group of experts and specialists about its validity or not, as shown in Table (1).

**Table 1:** Shows the validity of the domains for the two scales

T	fields	Expert opinions		Ca2	Indication
		OK	not agree		
<b>Administrative accountability</b>					
1	Objectives	19	1	16,2	moral
2	curriculum	19	1	16,8	moral
3	students	17	3	9,8	moral
4	creativity	18	2	12,6	moral
<b>Job Satisfaction</b>					
1	Relationship with teachers	17	3	9,8	moral
2	work atmosphere	18	2	12,6	moral
3	Relationship with the school administration	19	1	16,2	moral

After the forms were collected, it was noted that all of them are valid through the use of the (Ka2) test, and at a significance level of (0.05) and at a degree of freedom (1) = (3, 84).

Preparing the scale items: After reviewing the literature and sources, the researchers reached a set of items for the administrative accountability scale in its initial form, which numbered (17) items, divided into four areas:

1. Objectives (5) paragraph
2. Curriculum (4) paragraph
3. Students (4) paragraph
4. Creativity (4) paragraph

As for the job satisfaction measure, it was reached (13) items divided into three areas:

1. The relationship with professors (4) paragraph
2. Work environment (4) paragraph
3. The relationship with the school administration (5) paragraph

**Paragraph validity for the two scales**

After the researchers prepared a set of (17) items for the measure of administrative accountability and (13) items for the measure of job satisfaction, they presented them to a group of (20) experts and specialists. After the questionnaires were retrieved from the experts, the researchers collected the data and unloading it, as the (Ka2) test was used at a significance level of (0.05) and at a degree of freedom (1) = (3.84). The results showed the validity of all the items of the scale, and the table (2) shows that

**Table 2:** Shows the percentages of acceptance of the paragraphs of the fields of the two scales

	Paragraph areas	Expert opinions		Ca2. square	percentage
		OK	not agree		
<b>Administrative Accountability Scale</b>					
<b>Field of goals</b>					
1	Administrative accountability has a role in improving the quality of education	17	3	9,8	85%
2	Administrative accountability aims to develop the teacher professionally	18	2	12,8	90%
3	Administrative accountability aims to achieve justice	17	3	9,8	85%
4	Administrative accountability aims to identify strengths and weaknesses	18	2	12,8	90%
5	Administrative accountability aims to provide fair opportunities for all students	18	2	12,8	90%
<b>Curriculum field</b>					
6	Administrative accountability works to provide an atmosphere of understanding and trust between teachers and administration to reach suggestions that serve the curriculum	19	1	16,2	95%
7	Administrative accountability helps the teacher focus on student performance	16	4	7,2	80%
8	Administrative accountability helps teachers to use good teaching aids	17	3	9,8	85%
9	Administrative accountability plays a major role in monitoring educational programs	18	2	12,8	90%
<b>Student field</b>					
10	Administrative accountability plays a major role in controlling students	19	1	16,2	95%
11	Administrative accountability gives an opportunity for competition among students	17	3	9,8	85%
12	Administrative accountability improves student performance	16	4	7,2	80%
13	Administrative accountability plays a major role in solving students' problems	18	2	12,8	90%

Field of creativity					
14	Administrative accountability activates creative thinking	16	4	7,2	80%
15th	Administrative accountability is concerned with the latest educational developments	18	2	12,8	90%
16	Administrative accountability is concerned with modern methods and methods in education	17	3	9,8	85%
17	Administrative accountability cares about students	19	1	16,2	95%
Job satisfaction scale					
The field of relationship with teachers					
1	I respect the privacy of my fellow teachers	17	3	9,8	85%
2	Relationships within the school are positive	18	2	12,8	90%
3	Collaborate with colleagues to overcome difficulties	19	1	16,2	95%
4	I have good relations with my colleagues	17	3	9,8	85%
Work ambiance area					
5	My work matches my individual capabilities	16	4	7,2	80%
6	My profession provides many opportunities for me to acquire new skills	16	4	7,2	80%
7	My work gives me the opportunity to invest my energies	16	4	7,2	80%
8	I feel comfortable in my workplace because there is a suitable climate	17	3	9,8	85%
The field of relationship with the school administration					
9	The school administration plays a major role in solving and confronting problems	16	4	7,2	80%
10	The school administration plays a major role in carrying out the tasks assigned to me	17	3	9,8	85%
11	The school administration encourages good relations between all	19	1	16,2	95%
12	school administration appreciates my teaching efforts	17	3	9,8	85%
13	My interaction with management instills job satisfaction in me	16	4	7,2	80%

**Choosing a rating scale**

The researchers presented the appropriate scale of assessment for the scale to experts and specialists in order to know their opinions of this scale (always, often, sometimes) and their answers came in agreement by (95%), that is, with the approval of (19) experts out of (20), and this shows the validity of the scale.

Statistically Paragraph Analysis (Mohamed, 1980): Phrase analysis is defined as “the study that depends on the logical, statistical and experimental analysis of the test units for the purpose of knowing their characteristics and deleting, modifying, replacing, adding or rearranging these phrases in order to reach a consistent and honest test in terms of length and difficulty”.

The researchers relied on the method of discriminating strength and internal consistency discriminating ability:

To reach the discriminatory ability of the paragraphs, the researchers did the following:

1. Arrange the total scores in descending order
2. Determining the percentage of (27%) of the questionnaires that obtained the highest grades and (27%) of the questionnaires that obtained the lowest grades, and thus the researchers became two groups, each of which numbered (54) teachers.

The discrimination coefficient was calculated for all paragraphs of the two scales amounting to (17) items for each of them separately by calculating the arithmetic mean and standard deviation of the scores of the two groups in each paragraph of the domains of the two scales, and then a t-test is applied to find out the statistical significance For the difference between the upper and lower groups by comparing it with the tabular value of (2) at the degree of freedom (52) and the level of significance (0.05).

**Table 3:** It shows the discriminatory power of the items of the two scales

T	Paragraph areas	roupG senior		Group lower		iscriminating D force	ndicationI
		s	p	s	p		
ield of goalsF							
1	role in improving the quality of Administrative accountability has a education	2,80	0,14	1,70	0,45	12,20	moral
2	Administrative accountability aims to develop the teacher professionally	2,60	0,30	1,78	0,41	8,10	moral
3	Administrative accountability aims to achieve justice	2,33	0,38	1,30	0,55	6,11	moral
4	Administrative accountability aims to identify strengths and weaknesses	2,20	0,46	1,10	0,33	11,01	moral
5	Administrative accountability aims to provide fair opportunities for all students	2,44	0,42	1,35	0,42	6,21	moral
Curriculum field							
6	Administrative accountability works to provide an atmosphere of understanding and trust between teachers and administration to reach suggestions that serve the curriculum	2,17	0,42	1,10	0,35	7,33	moral
7	focus on student Administrative accountability helps the teacher performance	2,30	0,39	1,55	0,40	7,33	moral
8	Administrative accountability helps teachers to use good teaching aids	232	0,53	1,9	0,30	124,66	moral
9	Administrative accountability has a major role in monitoring educational programs	2,65	0,38	1,33	0,86	110,43	moral
Student field							
10	Administrative accountability plays a major role in controlling students	2,8	0,30	1,79	0,39	7,66	moral
11	Administrative accountability gives an opportunity for competition among	3,17	0,37	1,44	0,41	12,60	moral

	students						
12	Administrative accountability improves student performance	2,60	0,42	1,78	0,42	7,17	moral
13	Administrative accountability plays a major role in solving students problems	2,64	0,40	1,42	0,57	9,31	moral
<b>field of creativityF</b>							
14	Administrative accountability activates creative thinkingAdministrati	2,80	0,11	1,63	0,41	10,17	moral
th15	Administrative accountability is concerned with the latest educational developments	2,60	0,39	1,47	0,43	11,20	moral
16	Administrative accountability is concerned with modern methods and Administrative accountability is concerned with modern methods in education	2,48	0,36	1,50	0,43	6,66	moral
17	Administrative accountability cares about students	2,50	0,45	1,26	0,45	9,20	moral
<b>Job satisfaction scaleJ</b>							
<b>The field of relationship with teachers</b>							
1	Administrative accountability respects the privacy of my fellow teachers I respect the privacy of my fellow						
2	Relationships within the school are positive	22,2	0,37	1,52	0,41	5,25	moral
3	Collaborate with colleagues to overcome difficulties	2,65	0,30	1,41	0,44	7,58	moral
4	I have good relations with my colleagues	2,87	0,48	1,80	0,39	4,11	moral
<b>Workplace environmentW</b>							
5	My work matches my individual capabilities	2,50	0,40	1,27	0,40	10,50	moral
6	My profession provides many opportunities for me to acquire new skills	2,49	0,45	1,39	0,37	7,60	moral
7	My work gives me the opportunity to invest my energies	2,37	0,39	1,27	0,40	16,64	moral
8	I feel comfortable in my workplace because there is a suitable climate	2,30	0,50	1,29	0,31	11,20	moral
<b>The field of relationship with the school administration</b>							
9	The school administration has a great role in solving and confronting The school administration has a great role in solving and problems	2,18	0,36	1,58	0,48	4,05	moral
10	The school administration plays a major role in carrying out the tasks assigned to me	2,77	0,28	1,27	0,31	12,10	moral
11	The school administration encourages good relations between all	2,90	0,19	1,34	0,45	10,38	moral
12	The school administration appreciates my teaching efforts	2,76	0,12	1,43	0,44	8,86	moral
13	My interaction with management instills job satisfaction in me	2,33	0,16	1,22	0,54	5,77	moral

**Internal consistency**

The relation of the paragraph to the total score of the scale The researchers extracted the simple correlation coefficient (Pearson) between the degree of each paragraph and the total score and after completing the statistical treatments using the correlation coefficient and extracting the results

through the calculated (t) compared to the tabular degree (t) of (0.164) under the significance level (0.05) and at the degree of freedom (98) Thus, the number of items for the two scales in their final form became (30) items for the administrative accountability scale (17) items and (13) items for the job satisfaction scale, and the table (4) shows that

**Table 4: It shows the internal consistency coefficient for the items of the two scales**

T	correlation coefficient
<b>Administrative accountability and its fieldsThe measure of adm</b>	
<b>Objectives</b>	
1	0,564
2	0,330
3	0,543
4	0,338
5	0,765
<b>syllabus a</b>	
6	0,3900
7	0,862
8	0,769
9	0,554
<b>students</b>	
10	0,342
11	0,467
12	0,671
13	0,396
<b>creativity</b>	
14	0,784
th15	0,367
6	0,386
17	0,893

  

T	correlation coefficient
<b>Job satisfaction scale and its domains</b>	
<b>Relationship with teachers</b>	
1	0665

2	0,236
3	0,449
4	0,320
<b>ork atmosphereW</b>	
5	0,380
6	0,764
7	0,675
8	0,486
<b>Relationship with the school administration</b>	
9	0,330
10	0,457
11	0,587
12	0,342
13	0,764

**The relationship of the domain to the total score of the two scales**

The researchers calculated the simple correlation coefficient

(Pearson) for the score of each domain with the total score for the two scales separately, and the table (5) shows that:

**Table 5:** It shows the internal consistency coefficient for the items of the two scales

T	Domains/ Administrative Accountability Scale	Calculated (t) value
1	Objectives	0,730
2	curriculum	0,528
3	students	0,675
4	creativity	0,599
T	Domains/ Administrative Accountability Scale	Calculated (t) value
1	Relationship with teachers	0,886
2	work atmosphere	0,766
3	Relationship with the school administration	0,837

**Indicators of the scale**

The researchers used honesty, consistency and objectivity

The final application of the scale:

After the researchers built the two scales in their final form, they were applied to the application sample of (62) teachers, where the total paragraphs of the two scales reached (30) for

the administrative accountability scale (17) and (13) for the job satisfaction scale.

14- Presentation, analysis and discussion of the results:

2-1 Presenting, analyzing and discussing the results of the two scales domains:

**Table 6:** It shows the frequencies and percentages of the answers of the members of the research sample on the objectives of the administrative accountability scale

ertebraeV	erifiedV		Verified to some extent		nverifiedU		Estimated total	iddleM meadow h	elativeR weight	equenceS
	umberN heT	The ratio	berhe numT	The ratio	he numberT	atioR				
1	32	51,61	13	20,96	17	27,41	139	2,24	74,73	5
2	35	56,45	16	25,80	11	17,74	148	2,38	79,56	1
3	33	53,22	14	22,58	th15	24,19	142	2,29	76,34	3
4	36	58,06	13	20,96	13	20,96	147	2,37	79,03	2
5	31	50	17	27,41	14	22,58	141	2,27	75,80	4

Through the presentation of Table (6), it is clear that the percentage of goals paragraphs ranged between (74.73-79.56), where the paragraph (administrative accountability aims to develop the teacher professionally) achieved the first sequence at a rate of (79.56) It is to raise the level of teacher efficiency and gain experience And the skills necessary to develop its performance for the better through a set of programmes, activities and means. The goals of professional development lie in adding new knowledge to teachers, as well as developing their professional skills and emphasizing the development of values and ethics that support their behavior through love of the profession and work for it, because the message of education is a sublime message. The second sequence came Paragraph (administrative accountability aims to identify strengths and weaknesses) and at a rate of (79.03), identifying strengths and weaknesses is very important to enhance balance in the personality and life of the individual and to reach

professionalism in the practical as well as the administrative aspect. Increasing personal awareness is one of the important tools for self-development , while the paragraph came in the third sequence (administrative accountability aims to achieve justice) and at a rate of (76,34) it is considered Justice A basic social rule for the continuation of human life with each other, as justice is an essential axis in the rights and morals of all workers, and this will thus create a healthy climate. As for the fourth sequence, came the paragraph (administrative accountability aims to provide fair opportunities for all students) and at a rate of (75.80) to give the opportunity in a fair way through which everyone will have access to high-quality education. Therefore, attention must be paid to individual differences and building trust among them to improve social relations and support and this covers the needs of the student that puts him in a good learning and feeling cared for. As for the fifth sequence, the paragraph (administrative accountability has a

role in improving the quality of education) and at a rate of (74.73) quality in education means permanent and continuous development in education through the use of certain procedures to improve specifications and reach results that contribute to improving the educational

situation, whether At the level of teachers or students, the educational process is linked to the administration on the one hand, and to society on the other hand, in terms of meeting educational needs and others.

**Table 7:** It shows the frequencies and percentages of the answers of the members of the research sample to the curriculum paragraphs of the administrative accountability scale

Vertebrae	verified		Verified to some extent		unverified		Estimated total	Weighted mean	Relative weight	Sequence
	The number	The ratio	The number	The ratio	The number	Ratio				
6	40	64,51	8	12,90	14	22,58	150	2,41	80,64	4
7	42	67,74	10	16,12	10	16,12	156	2,51	83,87	2
8	44	70,96	12	19,35	6	9,67	162	2,61	87 87,09	1
9	39	62,90	11	17,74	12	19,35	148	2,43	81,18	3

Through the presentation of Table (7), it is clear that the percentage of the curriculum paragraphs ranged between (80.64-87.09), where the paragraph (administrative accountability helps teachers to use good teaching aids) achieved the first sequence with a percentage of (87,09) educational aids have a role The great and effective in learning and teaching when it is easy and flexible in use, due to the ability to absorb and perceive it in order to raise the level of performance. while the paragraph (administrative accountability helps in focusing the teacher on students' performance) came in the second sequence with a percentage of (83,87) that developing The student's educational performance is achieved by gradual steps that achieve all planned future visions in all fields Therefore, it is necessary to keep abreast of recent developments and learn everything new in the field of education, including attracting students with technology, and keenness on

creativity in teaching. As for the third sequence, the paragraph (administrative accountability has a major role in monitoring educational programs) and at a rate of (81.18). It has the element of planning according to the required foundations, as it provides the learner with basic programs aimed at achieving the desired educational goals, thus raising the level of these abilities, including the abilities of thinking in general, achieving thus raising the level of academic achievement by raising levels of thinking. As for the fourth sequence, the paragraph (administrative accountability works to provide An atmosphere of understanding and trust between teachers and the administration to reach suggestions that serve the curriculum) with a percentage of (80.64) healthy and free of impurities, and thinking about the public, not private, interest will certainly cast its shadows on all those in the work environment and thus achieve the planned goals.

**Table 8:** It shows the frequencies and percentages of the answers of the members of the research sample on the students' paragraphs of the administrative accountability scale

vertebraeV	verified		Verified to some extent		nverifiedU		Estimated total	eightedW mean	elativeR weight	sequence
	he numberT	ioThe rat	he numberT	The ratio	he numberT	ratio				
10	35	56,45	th15	24,19	12	19,35	147	2,37	79,03	4
11	42	67,74	11	17,74	9	14,51	157	2,53	84,40	2
12	43	69,35	12	19,35	7	11,29	160	2,58	86,02	1
13	39	62,90	8	12,90	th15	24,19	148	2,38	79,56	3

Table (8) shows that the percentage of students' paragraphs ranged between (79.03-86.02), so the paragraph (administrative accountability for the development of students' performance) ranked first with a percentage of (86,02) correct and purposeful guidance is sure to be Its outputs are sound and of great benefit that cast their shadows on the teaching staff as well as the students. While the paragraph (administrative accountability gives the opportunity for competition among students) came in second place with a ratio of (84.40). Honest and healthy competition among students is very necessary to create a spirit of creativity and innovation, as well as the ability to show individual differences. As for the third sequence, the paragraph (administrative accountability plays a major role in solving students' problems) with a percentage of (79.56) problems exist at all times and places, and thus limiting or

eliminating them is one of the necessary matters in order to give the opportunity to show all the existing ability to Progress and instilling a spirit of confidence for all, because the presence of these problems means stopping the wheel of progress. As for the fourth sequence, the paragraph came (administrative accountability plays a major role in controlling students) and at a rate of (79.03) discipline, commitment and respect for everything that exists in the work department will certainly be one of the things that help the work flow and deliver everything important and necessary to students and make them realize the meaning of Respect for the teaching staff and colleagues, and this will make things work without any problems and will create the appropriate atmosphere for the best course of the education process.

**Table 9:** It shows the frequencies and percentages of the answers of the members of the research sample on the creativity paragraphs of the administrative accountability scale

vertebraeV	verified		Verified to some extent		unverified		Estimated total	eightedW mean	elativeR weight	equenceS
	he numberT	The ratio	umberhe nT	The ratio	he numberT	ratio				
14	37	59,67	12	19,35	13	20,96	148	2,38	79,56	4
15	44	70,96	10	16,12	8	12,90	160	2,58	86,02	1
16	42	67,74	13	20,96	7	11,29	159	2,56	85,48	2
17	39	62,90	10	16,12	13	20,96	150	2,41	80,64	3

Table (9) shows that the percentage of students' paragraphs ranged between (79.56-86.02), so the paragraph (administrative accountability concerned with the latest educational developments) ranked first, with a rate of (86.02). The current era is full of many Cognitive and technological variables of a fast pace, which have repercussions on personal and cognitive life and other things, the educational curricula must have features that are consistent with the requirements of this era to reach innovation and creativity.. While the paragraph (administrative accountability concerned with modern methods and methods in education) ranked second. By (85.48) Educators confirm that Teaching methods Modern aims to provide the learner with a set of goals, values, experiences and capabilities, including developing the

learner's abilities, providing learners with planned educational experiences, developing the ability of creativity and innovation, as well as facing problems. As for the third sequence, it was for the paragraph (administrative accountability that cares about students) at a rate of (80.48). It is necessary to give students great care and attention and permanent guidance to provide an incubating environment for their creativity and interests, and to develop and refine their skills and discretion. As for the fourth sequence, the paragraph came (administrative accountability activates creative thinking) and at a rate of (79.56) all humans need creative thinking skills, so that they can participate and interact effectively in life. Thinking and planning ensure that a person avoids problems and bad situations, and helps him in achieve its interests and goals.

**Table 10:** It shows the frequencies and percentages of the answers of the members of the research sample to the paragraphs of the relationship with professors for the job satisfaction scale

vertebrae	verified		Verified to some extent		unverified		Estimated total		weighted mean	relative weight	sequence
	the number	The ratio	the number	The ratio	the number	ratio	the number	ratio			
1	37	59,67	12	19,35	13	20,96	148	2,38	79,56	4	
2	42	67,74	11	17,74	9	14,51	157	2,53	84,40	2	
3	45	72,58	11	17,74	6	9,67	163	2,62	87,63	1	
4	40	64,51	9	14,51	13	20,96	151	2,43	81,18	3	

It is evident from the presentation of Table (10) that the percentage of the relationship with professors paragraphs ranged between (79.56-87.63), so the paragraph (I cooperate with colleagues to overcome difficulties) ranked first with a percentage of (87.63) teamwork and spirit One team brings reassurance and creates a healthy atmosphere among colleagues, and this in turn is reflected in overcoming any problems or difficulties that may arise during work. While the paragraph (relationships within the school are positive) came in second place with a percentage of (84.40) positive skill like the rest of the skills that are acquired by science and continuous development, positivity is nothing but a mixture of the individual's way of thinking and the way he behaves, if the individual continues to follow the same ideas If the individual desires a beneficial result, he must be careful in the way of thinking, which must be characterized by lasting positivity. As for the third sequence, it belonged to the paragraph (I have good relations with my colleagues)

with a ratio of (81,18). The good work atmosphere, social communication and good relations between colleagues at work can give positive results and create the appropriate atmosphere to work with ease, clarity of mind and creativity. As for the fourth sequence, the paragraph came (respect the privacy of my fellow teachers) and with a ratio of (79.56) respecting the privacy of others gives you a privileged position for them, and this applies to all types of relationships and to all human beings, because respecting the privacy of others guarantees them a sense of comfort and safety in your presence, as well as his Many benefits for you and others, and how you can respect the privacy of others and preserve their secrets, feelings and comfort. Respecting the privacy of others is not represented in one specific act, but rather as a general behavior that we follow with others, and this behavior or a set of repeated behaviors is reflected in our relationship with them.

**Table 11:** It shows the frequencies and percentages of the answers of the members of the research sample on the work environment paragraphs of the job satisfaction scale

vertebrae	verified		Verified to some extent		unverified		Estimated total	weighted mean	relative weight	sequence
	the number	The ratio	the number	The ratio	the number	ratio				
5	38	61,29	11	17,74	13	20,96	149	2,40	80,10	3
6	45	72,58	8	12,90	9	14,51	160	2,58	86,02	2
7	46	74,19	11	17,74	5	8,06	165	2,66	88,70	1
8	38	61,29	10	16,12	14	22,58	148	2,38	79,56	4

Table (11) shows that the percentage of work environment paragraphs ranged between (79.56-88.70), so the paragraph (My work gives me the opportunity to invest my energies) ranked first, with a percentage of (88.70) investing energies in an optimal manner. And the positive is very necessary in the work in order to reach the planned goals with ease, and certainly this stems from the presence of the appropriate and comfortable climatic environment through good relations based on love and respect. While the paragraph (My profession provides me with many opportunities to acquire new skills) came in second place with a rate of (86.02). My personal life was, for example, how to deal with colleagues with all affection and love, or to work in a team spirit and other skills. As for the third sequence, it was for the

paragraph (my work is commensurate with my individual capabilities) and at a rate of (80.10) the nature of my work and the atmosphere available in all parts of my work place and the available needs for my lessons and everything that is available from the administrative and technical side allows me to show my capabilities and apply them in a comfortable and positive aspect. As for the fourth sequence, the paragraph came (I feel comfortable in my work place because there is a suitable climatic atmosphere) with a percentage of (79.56) the nature of the available atmosphere, the availability of the climatic environment, the relations between colleagues, the harmony and convergence of ideas. There is creativity and innovation.

**Table 12:** it shows the frequencies and percentages of the answers of the members of the research sample to the paragraphs of the relationship with the school administration for the job satisfaction scale

ertebraeV	verified		Verified to some extent		unverified		Estimated total	eighted W mean	elative R weight	equenceS
	he numberT	The ratio	he numberT	The ratio	he T number	atioR				
9	32	51,61	17	27,41	13	20,96	143	2,30	76,88	3
10	35	56,45	16	25,80	11	17,74	148	2,38	79,56	1
11	31	50	17	27,41	14	22,58	141	2,27	75,80	4
12	33	53,22	17	27,41	12	19,35	145	2,33	77,95	2
13	29	46,77	16	25,80	17	27,41	136	2,19	73,11	5

Through the presentation of the table (12), it is clear that the percentage of the paragraphs of the relationship with the school administration ranged between (73.11-79.56), where the paragraph (the school administration has a major role in carrying out the tasks entrusted to me) achieved the first sequence with a percentage of (79.56). A successful school administration is a pivotal and vital factor for the efficiency of teaching and the overall performance of the school. The smart school administration includes conducting educational or school operations from providing a safe educational environment to managing the school budget, and all of this will reflect on my work performance in the best way. As for the second sequence, came the paragraph (the school administration values my teaching efforts) with a rate of (77.95) valuing efforts Raising the morale and good words towards the distinguished and persevering teacher, and giving all that is inside him of knowledge, capabilities and experience to his students and colleagues gives motivation and do more giving. While the paragraph (the school administration has a major role in solving and confronting problems) came in the third sequence and at a rate of (76,88) the school administration that is close to everyone

and has the ability to confront everything that may arise during work will have the ability and the ability to stand in front of such problems and this is certainly true. It comes through its correct and exemplary management. As for the fourth sequence, came the paragraph (the school administration encourages good relations between everyone.) At a rate of (75.80), planting healthy and good relations among all those in the work circle will cast its shadows on the positive outcomes that serve everyone and thus come out with everything that serves the educational process perfectly. Face. As for the fifth sequence, it was for the paragraph (My interaction with the administration implants job satisfaction in me) with a ratio of (73,11) the atmosphere in which I live inside my work place and my intimate relationships based on trust and respect will make me feel my loyalty and high belonging to my workplace and thus will implant in me the ability to interact and show everything that exists I have inside me and thus deliver it honestly and accurately to my students or colleagues to reach all that is positive and healthy.

The correlation between administrative accountability and job satisfaction.

**Table 13:** Shows the relationship between administrative accountability and job satisfaction

T	Variables	Arithmetic mean	standard deviation	correlation coefficient	ndicationI
1	Administrative accountability	31	0.042	0,7	moral
2	Job Satisfaction	28	0.057		moral

Table (13) shows that the arithmetic mean of the variable of administrative accountability has reached (31) and with a standard deviation of (0.042), and that the arithmetic mean value of the variable of job satisfaction has reached (28) and with a standard deviation of (0.057), and the value of the correlation coefficient between the two variables is (0.7) and when comparing the calculated value of the correlation coefficient with the tabular value of (0.15) at the degree of freedom (n- 2) (162-2) = 160 and the level of significance (0.05), we find that the calculated value is greater than the

tabulated value than It indicates the significance of the correlation coefficient, i.e. the existence of a correlation between administrative accountability and job satisfaction, and the researcher attributes the reason for this to that when administrative accountability aims to implant mutual trust within the school administrative system, achieve effectiveness and efficiency, and help create an climatic atmosphere free of impurities, personal interests, teamwork, and closeness Viewpoints and assistance in creativity and transparency in dealing with everyone. This will increase

everyone's satisfaction and help in the quality of performance as well as on motivation. Certainly, the presence of satisfaction for everyone will achieve social and psychological compatibility and increase loyalty and belonging to the workplace, and they will feel that they are given the right. All of this will increase educational outcomes and thus be in the public interest.

### **Conclusions**

1. Administrative accountability in most schools achieves job satisfaction for teachers.
2. The ability of most teachers to deal positively with school administration and contain and solve problems.

### **Recommendations**

1. Creating a healthy climatic atmosphere in schools to reduce the pressure of administrative work and thus the ability of teachers to perform their work in the best way.
2. Involve school principals in administrative training courses that enable them to deal positively with regard to administrative accountability.

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