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## **Work stress and its relationship to the organizational loyalty of the directors of youth and sports forums in Al-Diwaniyah Governorate**

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### **Abstract**

Work stress is the pressure generated by the work environment. Pressure is a psychological phenomenon that comes from a lack of comfort due to many factors such as the inability to deal with others properly, problems and difficulties that may appear during work, and a lack of appreciation for the effort made by others. If this situation continues, it can that leads to lack of sincerity in work and not making the extra effort. Organizational loyalty has important effects on many behaviors and attitudes of individuals and has importance on the workflow in the forums and achieving its goals in a distinct way, as well as reducing the behavior of some individuals such as feeling frustrated or leaving work and indifference. As for the aim of the research, it was recognizing the relationship between work stress and organizational loyalty for managers of youth and sports forums in Al-Diwaniyah Governorate from the point of view of their employees the researchers followed the descriptive approach in a survey method to address the problem. As for the research community, they are the employees in the youth and sports forums in Al-Diwaniyah Governorate, who numbered (130), and the sample amounted to (120) employees, and the most important conclusions were the presence of the spirit of teamwork and the strength of administrative communication between managers and their employees, while the most important recommendations were the need to create a healthy working atmosphere with a comfortable climate, which in turn is reflected in the dedication to work as well as the affiliation of managers and their employees to the forums.

**Keywords:** Work stress, organizational loyalty, youth, sports forums, Al-Diwaniyah Governorate

### **1. Introduction**

Work stress is the pressure generated by the work environment. Pressure is a psychological phenomenon that comes from a lack of comfort due to many factors such as the inability to deal with others properly, problems and difficulties that may appear during work, and a lack of appreciation for the effort made by others. If this situation continues, it can That leads to a lack of sincerity at work and a lack of extra effort. Work pressures can lead to a loss of interest in work, difficulty concentrating, loss of confidence and a state of anxiety and tension, and thus this will reflect on the tasks of people and on the nature of dealing with others, and it is not necessarily negative, as it may sometimes be Positive and a good incentive to create a healthy environment at work. It is necessary that there be a good relationship between managers and subordinates, that there should be social coexistence and the presence of love and affection among everyone, and this will lead to people accepting work pressures. Organizational loyalty has important effects on many behaviors and attitudes of individuals and has importance on the progress of work in the forums and achieving their goals in a distinct way, as well as reducing the behavior of some individuals such as feeling frustrated, leaving work and indifference. Those who enjoy a high degree of loyalty and true belonging are characterized by their enthusiasm and love for their work and a sense of high degree of satisfaction and happiness and therefore they will make a lot of effort and performance, which will be reflected in good performance and increase in work productivity. Constantly developing his capabilities and abilities to reach creativity and innovation. Organizational loyalty to managers is a need and necessity that leads to adherence to the profession and work with sincerity and loyalty, which leads to raising morale and thus its positive reflection on the forums and then achieving the goals with ease and with minimal effort. has The importance of the research was evident as it dealt with the knowledge of the relationship between work stress and organizational loyalty for the managers of youth and sports forums in Al-Diwaniyah Governorate.

**1.2 Research problem**

The problem can be formulated through the following question? What is the nature of the relationship between work stress and organizational loyalty of the directors of youth and sports forums in Al-Diwaniyah Governorate.

**1.3 Research Objectives**

Building the two measures of work stress and organizational loyalty for managers of youth and sports forums in Al-Diwaniyah Governorate from the point of view of their employees.

Identifying the relationship between work stress and organizational loyalty for managers of youth and sports forums in Al-Diwaniyah Governorate from the point of view of their employees.

**1.4 Research Areas**

- The human domain: staff in youth and sports forums in Diwaniyah Governorate
- **Time range:** 1/22/22 20 to 3/20/22 20
- **Spatial domain:** Youth and Sports Forums in Al-Diwaniyah Governorate

**2. Research methodology and field procedures**

**2.1. Research Methodology**

“The method is to follow certain logical steps in dealing with problems or phenomena or addressing scientific issues in order to reach the discovery of the truth” (Rebhi, 2000)  
The researchers used the descriptive approach in the survey method for its suitability and the nature of the problem at hand.

**2.2. The research community and its sample**

“All the vocabulary of the phenomenon that the researcher is studying (Salman, 2011).  
The research community includes (130) employees in youth and sports forums, while the sample will be (120) employees, (80) for construction and (40) for application.

And Table (1) shows that

**Table 1:** Shows the research community

T	Forums	Number of employees
1	Scientific care	10
2	Shanafia youth	10
3	Afak youth	12
4	Housing youth	27
5	Hamza youth	14
6	Women's Forum	11
7	Levantine youth	18
8	Nahrawan youth	15th
9	Youth Ghammas	13
Total		130

**2.3. Tools and methods used**

"The researcher needs different data to complete his research, and he must choose the appropriate tools for all data, whether secondary or primary, knowing that there are many data collection tools that the researcher can choose what suits his research" (Fayez, 2010).

- Arabic sources and references
- Resolution
- The interview

**2.4. Steps to build the two scales**

**2.4.1. The initial formula for the two scales**

Through the researchers' review of a set of studies and literature regarding the topic of the research, the researchers identified the (17) items of the work stress scales, and the (7) items of the organizational loyalty scale, and they were presented to a group of experts and specialists, totaling (10) experts, to find out the extent Validity or not, as shown in Table (2), and after the questionnaire was collected, it was found that all the paragraphs of the two scales are valid because their calculated value is greater than the tabular value of (3,84) at the significance level (0.05) and the degree of freedom (1).

**Table 2:** Shows the validity of the paragraphs of the two scales

T	Work Stress Scale Paragraphs	Expert Opinions		Ca2. value	Indication
		Ok	Not agree		
1	Managers are knowledgeable about the outstanding work that their employees perform	9	1	6,4	moral
2	Managers want to do business with creativity and distinction	9	1	6,4	moral
3	Managers give their employees the opportunity to show all their ideas and capabilities for development	9	1	6,4	moral
4	Work time does not enable managers to do all that is required of them	10	0	10	moral
5	Order to complete a specific work Managers are present during their breaks in	10	0	10	moral
6	Commensurate with their capabilities The work required of managers is not	10	0	10	moral
7	The work required of managers towards their employees is difficult	10	0	10	moral
8	Decisions in the forums Admins can't make	10	0	10	moral
9	Managers do not have a clear organizational view	10	0	10	moral
10	Interested-relationships are negative and self 'Managers	9	1	6,4	moral
11	Create a suitable work environment Managers do not use the competitive spirit of their employees to	10	0	10	moral
12	Administrators does not solve the problems The administrative system followed in the forums by the	9	1	6,4	moral
13	There are conflicts at work between managers and employees	10	0	10	moral
14	Actions performed by the managers are incorrect The	10	0	10	moral
15th	Social pressures influence managers' decisions	10	0	10	moral
16	The work required to be carried out for employees by managers has a kind of conflict	9	1	6,4	moral
17	Managers are acceptable to some and unacceptable to others Decisions made by	9	1	6,4	moral
Paragraphs of the organizational loyalty scale					
1	Managers feel a sense of belonging to their forums	9	1	6,4	moral
2	Admins defend their forums even when they leave them	10	0	10	moral
3	Administrators care about the future of their forums	10	0	10	moral

4	Managers are satisfied with their decisions in the forums	9	1	6,4	moral
5	Managers feel proud and proud of their work in the forums	10	0	10	moral
6	Putting more effort into their forums Managers feel like	9	1	6,4	moral
7	Administrators feel that they are active members of their forums	9	1	6,4	moral

**2.4.2. Discriminating ability**

**2.4.2.1 The two terminal groups**

In order for the researchers to be able to know the discriminating ability of the paragraphs of the two scales, the two end groups were used and through the construction sample of (80) employees, as shown below:

Rank the total scores in descending order.

Determining the percentage of (27%) of the forms that got the lower grades and (27%) of the forms that got the higher degrees, thus there are two groups, each of them (22) employees.

After that, the (T-Test) test was applied for two independent samples to reach the statistical significance of the difference between the averages of the upper and lower groups for the paragraphs. The value of (T-Test) was adopted as an indicator of the validity of the paragraphs through comparison with the tabular value of (2,02) at the degree of freedom (42)

And the level of significance is (0.05), and it was found through the results that all the paragraphs are distinct and the tabular (3), (4) clarify this:

**Table 3:** shows the discriminatory power of the work stress scale items

Paragraph Number	Senior group		Lower group		t. value	Indication
	Arithmetic mean	Standard deviation	Arithmetic mean	Standard deviation		
1	2,50	0,46	1,18	0,30	10,50	Moral
2	2,70	0,41	1,15	0,37	11,20	Moral
3	2,49	0,55	1,39	0,55	5,99	Moral
4	2,45	0,50	1,22	0,58	8,34	Moral
5	2,69	0,69	1,38	0,33	7,31	Moral
6	2,60	0,44	1,49	0,44	6,79	Moral
7	2,80	0,40	1,37	0,41	7,51	Moral
8	2,77	0,54	1,48	0,66	5,50	Moral
9	2,33	0,40	1,32	0,77	9,42	Moral
10	2,79	0,47	1,35	0,32	14,19	Moral
11	2,59	0,57	1,68	0,22	6,30	Moral
12	2,59	0,53	1,77	0,55	7,81	Moral
13	2,99	0,28	1,79	0,74	13,55	Moral
14	2,75	0,48	1,44	0,50	8,59	Moral
15 <sup>th</sup>	2,56	0,64	1,29	0,47	8,20	Moral
16	2,80	0,39	1,58	0,69	17,09	Moral
17	2,66	0,45	1,68	0,56	10,44	Moral

**Table 4:** Organizational loyalty scale

Paragraph Number	Senior Group		Lower Group		t. value	Indication
	Arithmetic Mean	Standard Deviation	Arithmetic Mean	Standard Deviation		
1	2,33	0,54	1,28	0,49	7,80	Moral
2	2,76	0,53	1,37	0,54	6,88	Moral
3	2,64	0,76	1,60	0,51	5,79	Moral
4	2,79	0,41	1,33	0,44	5,97	Moral
5	2,88	0,86	1,49	0,56	7,30	Moral
6	2,65	0,55	1,44	0,44	8,30	Moral
7	2,61	0,41	1,33	0,47	9,82	Moral

**2.4.2.2. Internal Consistency**

**2.4.2.2..1 Paragraph correlation coefficients with the total score of the two scales**

The internal consistency coefficient was calculated through the correlation between the degree of each paragraph and the total score of the scale, that is, by calculating the

correlation coefficient (Pearson), and to know the statistical significance, it was compared with the value of the tabular correlation coefficient at the degree of freedom (78) and the level of significance (0.05). After completing the statistical treatments, no items were excluded from the two scales. And Table (5) shows that.

**Table 5:** It shows the values of the correlation coefficient between the paragraph and the total score for the two scales

T	Paragraphs of the two scales	correlation coefficient	Indication type
<b>Stress scale First: Paragraphs of the work</b>			
1		0,404	Moral
2		0,388	Moral
3		0,355	Moral
4		0,422	Moral
5		0,384	Moral
6		0,499	Moral
7		0,366	Moral
8		0,476	Moral
9		0,473	Moral
10		0,330	Moral
11		0,370	Moral
12		0,399	Moral
13		0,457	Moral
14		0,433	Moral
15th		0,380	Moral
16		0,360	Moral
17		0,459	Moral
<b>Second: Paragraphs of the organizational loyalty scale</b>			
1		0,388	Moral
2		0,369	Moral
3		0,397	Moral
4		0,410	Moral
5		0,439	Moral
6		0,369	Moral
7		0,389	Moral

Tabular value (t) at (78) degrees of freedom and below its significance level (0.05) = (0,232)

**2.4.3. Final application of the scale**

After the researchers completed the construction of the scale in its final form, it was applied to the sample of the application, which numbered (40) employees, where the total paragraphs of the two scales amounted to (24).

**2.4.4. Statistical Means**

The researchers used the following statistical methods:

1- Ka 2

Arithmetic mean

Standard deviation

4- (t-test) for independent samples

Simple Correlation Coefficient (Pearson)

**3. Presentation, analysis and discussion of the results**

**3.1. The correlation between work stress and organizational loyalty**

**Table 6:** Describe the relationship between work stress and organizational loyalty

T	Variables	Arithmetic mean	Standard deviation	Correlation Coefficient	Indication
1	Work stress	30	0,040	0,50	Moral
2	Organizational loyalty	13	0.052		Moral

Table (6) shows that the arithmetic mean of the variable of work stress has reached (30) and with a standard deviation of (0.040), and that the arithmetic mean value of the variable of organizational loyalty has reached (13) and with a standard deviation of (0.052), and the value of the correlation coefficient between the two variables has reached (0, 5) When comparing the calculated value of the correlation coefficient with the tabular value of (0.32) at the degree of freedom (n-2) (40-2) = 38 and the level of

significance (0.05), we find that the calculated value is greater than the tabular value, which indicates that The moral correlation coefficient i.e. the existence of a correlation relationship between work stress and organizational loyalty. The researcher attributes the reason for this to the fact that despite the presence of work pressures in forums, for example, work requirements exceed the person’s ability, and this will lead to a feeling of boredom and distress and thus will affect the psychological state in a negative way, not that the nature of the relationship for most Forum managers with their employees are characterized by the nature of trust, respect, exchange of opinions and ideas and giving a great opportunity for creativity and innovation and putting forward everything new and useful in order to improve all the joints of the forums, and this is a positive pressure that contributes to improving thinking and focusing on achieving effective results and allowing the employee to express his emotions With freedom and comfort, feeling energetic and happy, and working under positive pressure helps the employee to work in a spirit of courage and patience, as well as help to bring out the energy within the employee and thus employ it in a way that serves the work, and thus this will increase loyalty and sense of belonging to the workplace and give more effort in pursuit of goals Drawn and achieve successes and development for these forums.

**4. Conclusions and Recommendations**

**4.1. Conclusions**

1. The existence of a spirit of teamwork and the strength of administrative communication between managers and their employees.
2. The presence of pressures at work, but most managers enjoy high fitness and ability to deal with difficulties that may occur, as well as the ability to reduce

difficulties, and this in turn increases loyalty and belonging to everyone in their forums.

#### **4.2. Recommendations**

1. The necessity of creating a healthy work environment with a comfortable climate, which in turn is reflected in the dedication to work as well as the affiliation of the managers and their employees to the forums.
2. The necessity of holding periodic meetings for employees by the forum managers in order to see the problems, obstacles and deviations, and this revolves around it increases familiarity and a feeling of satisfaction and increases the love of work.
3. The necessity of informing managers of all new studies regarding pressures in order to know the best means and ways to confront them.

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