



# **THE EFFECT OF JOB IMMERSION ON OUTSTANDING PERFORMANCE: AN ANALYTICAL STUDY OF THE OPINIONS OF A SAMPLE OF FACULTY MEMBERS IN PRIVATE UNIVERSITIES AND COLLEGES OPERATING IN THE HOLY CITY OF KARBALA**

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<b>Article history:</b>	<b>Abstract:</b>
<b>Received:</b> February 1 <sup>st</sup> 2023 <b>Accepted:</b> March 1 <sup>st</sup> 2023 <b>Published:</b> April 6 <sup>th</sup> 2023	The current research seeks to determine the nature of the influence relationships and the correlation between job immersion in outstanding performance at the level of private universities and colleges in the Holy Karbala Governorate. Measuring outstanding performance through five dimensions (student learning and process results, customer focus results, human resources focus results, leadership and governance results, budget results, and financial and market results). The analytical descriptive approach was relied upon in presenting the research topics, and the questionnaire was used as a tool. A major in collecting data and information, and the sample consisted of (205) members of the faculty, and a set of statistical methods and tools were used in analyzing the data, represented by the normal distribution test, confirmatory factor analysis, descriptive statistics, Pearson correlation analysis, structural equation modeling (Equation Modeling), and these methods were used on the statistical programs (SPSS V.25, Amos V.25). He urged a number of conclusions, the most important of which are: that the interest of departments in private colleges and universities, the research sample, in job immersion in attracting faculty members and paying attention to their entitlements would enhance their distinguished performance and their superiority over competitors, and the research concluded with a number of appropriate recommendations

**Keywords:** job immersion, outstanding performance

## **THE FIRST TOPIC**

### **1- The study methodology:**

the problem of the study "conceptual difference between scientists and researchers on the search variables is very clear, and through repeated interviews with the faculty members of the universities (sample research) noted the researchers weaken clarity and perception for the extent The importance of research variables in the work environment, which may be difficult for university departments in dealing with their employees, and to establish the above can be clarified as a group of questions:"

- a. What is the practice of job indulgence in the organization?

- b. . What is the outstanding performance level in the college?
- c. What is the nature of the relationship between career indulgence and excellence?
- d. Is there a career indulge effect?

### **2- The importance of research**

- a. The current search tries to test measurements applied in various international environments for current study variables (functional indulge, outstanding performance).
- b. The importance of the current research needs Iraqi higher education institutions to apply its functional indulgence as a complement to its global interest and contribute to achieving and promoting outstanding performance.



c. With the presence of challenges and crises in the current time, the importance of the current study is illustrated by the necessary need and urgency of the outstanding performance of Iraqi higher education institutions, especially the research sample universities, so as to be able to get out of these challenges and crises Possible damage.

**3. The objectives of research**

in the light of the research problem and its importance can be identified by the most important goals through the following:

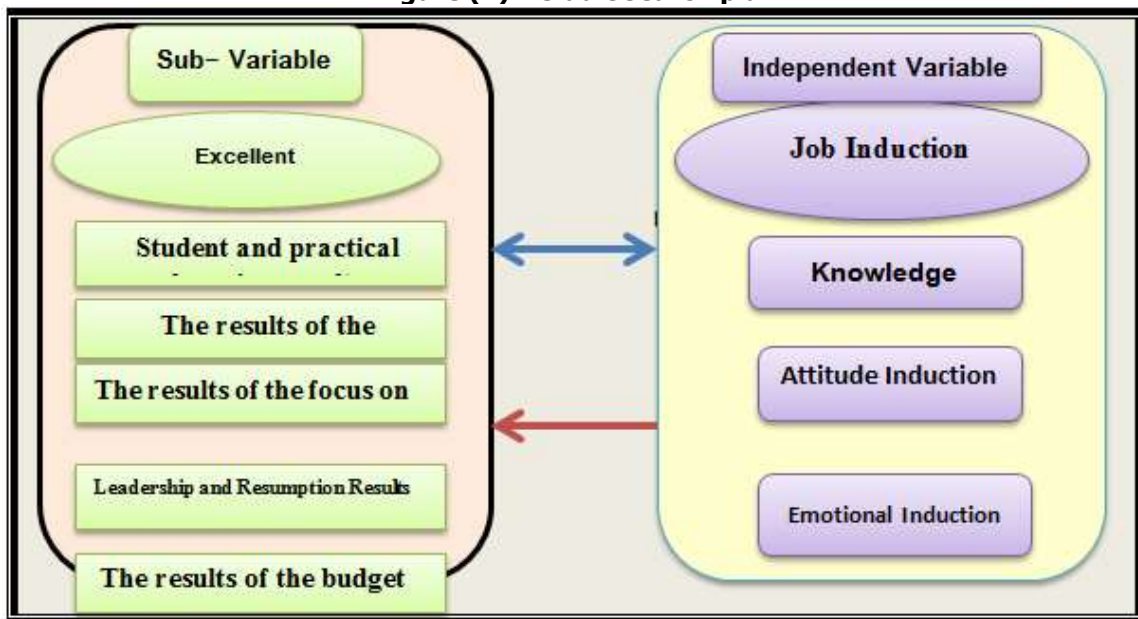
- a. Determine the level of work in job indulge in universities.

- b. Identify the level of interest in the dimensions of the outstanding performance in universities.
  - c. Test the relationship between career indulgence and outstanding performance in universities.
  - d. Test the impact of job indulgences in the outstanding performance in universities.
4. **Employee personnel**, or which can be misinterpreted as the damage.

**5. Chart for research**

The plan reviewed the perceptions of the perceptions of relations that link research variables through visions and cognitive fabrics to indicate the nature of the roles between the major research variables and its sub-dimensions and as in Figure 1.

**Figure (1) Default search plan**



Source: Preparation of researchers

**6. Research hypotheses**

The research is based on two main hypotheses:

- a. First President (H1) There is a significant relationship between career immersion with outstanding performance.
- b. Second President (H2) there is an impact on a significant indication of its dimensions in distinguished performance.

**7. Search variables,**

measure and procedural definitions consisted of the current research from two main variables as in table (1):

Table (1) Search variables and measurements variables Measurement tool

Variables	variables Measurement tool	Number of paragraphs Certified	Certified Scale



		<b>d</b>	
Carrer immersion	Cognitive indulgence	<b>4</b>	
	Emotional immersion	<b>4</b>	
	Behavioral immersion	<b>4</b>	
<b>Excellent performance</b>	The results of students and practical learning	<b>6</b>	Verhagen et al .,) .(1998:36
	Focus results on the customer	<b>6</b>	
	Focus results on human resources	<b>6</b>	
	Leadership and resumption results	<b>5</b>	
	The results of the budget and financial results and market	<b>6</b>	

Source: Preparation of researchers

**THE SECOND TOPIC: THEORETICAL SIDE**

**First: Career Empowerment:** Current Industry as a modern term to explain the rotation of staff, especially in many organizations that are striving to make their employees feel that they are an integral part of them, however There are mechanisms and other attitudes affecting the decision of the final employee to separate from the employer as the functional satisfaction may have an effective impact on the work of employees and when the job satisfaction is low tends to a negative development towards their organization and

think about leaving this organization Decha, 2018: 5) The employee indulge for staff is generally not left or organized. It is supposed to indulge a correspondence between the environment and personal and related to the employee's understanding of his self as a good job in his current job or with the Organization, which is linked to people and what the benefits they get will have to sacrifice if they decide Potgieter & Ferreira, 2018: 4). As in a table (2) contains definitions of job indulgence and following:

Table (2) Definitions researcher definition

<b>No</b>	<b>Researcher</b>	<b>Definition</b>
1	(Brooks& Holtom.,2019: 1)	Is the forces that maintain staff in their jobs and then prevent them from possessing intentions to leave the organization. This depends on individuals who retain interconnected roles representing various aspects of their lives and the intentions of the work is not only designed by job design It must also include the link between the function and the wider working environment.
2	Taiba Hussain& Stephen ) (Deery,2018: 2	Is the degree in which individuals are integrated with their job they exercise and feel their importance, and it is related to mental and emotional aspects together
3	(Decha Dechawatanapaisal,2018: ) 3	Is the internal integration of the individual in work, match and psychological response with action reflected in the image of an investigation for the individual or commitment towards his work. The people of the individual means the love of the individual for his work or to give him more attention and is associated with And is affected by
4	(Aristides,2017: 5)	) It is the extent to which an individual must interfere in its function and result in many contextual forces in the organization and the community in which the employee operates as well as is associated with the deserves of organizational citizenship and the performance of core tasks.
5	(Emmanuel et al.,2017: 3)	Is the individual who realizes and conducts business



		context and works closely with his colleagues to improve functional performance in favor of the organization and this is due to the best results
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Source: Preparation of the researcher depending on the sources received by career dimensions.

**Career Immersion dimensions**

The researcher has adopted a scale (Yoshimura, 1996: 175) Three dimensions (1. Cognitive indulgence 2. Emotional immersion 3. Behavioral immersion ). Also supported in the study (Egyptian 17: 2015,). As following:

1. **Cognitive indulgence:** Cognitive individuals are fully indulged in their work, where indigenous individuals are able to focus on the tasks that have been accompanied by the competition (5: Sayma et al, 2020). The personnel are practicing knowledge indulgence in a way that makes them more accurate in identifying goals and most of the tasks that promote tasks enhance work with others and personal attendance (physical and knowledge) and active performance and full role in the organization The purpose is to focus directly on performance and investigation more in the knowledge aspects of the individual (Toth et al., 2020: 8).

2. **Emotional indulgence:** Emotional indulgence is the essence of social psychology and is part of making psychology is interesting that emotions generally they are a set of feelings that occur in a certain way and affect the individual behavior. This dimension is in a strong relationship between emotions, Ideas, the feelings of the individual and the job, leading to pride and enthusiasm and are more comprehensive indulgence in terms of feeling but an existing organization, realization of time, realism, participation, emotional aspects and sensory signals (Zhang et al., 2017: 2) The individual behavioral feelings are one of the basic principles to work for the individual that the staff must follow the rules of action that identifies appropriate behaviors and how these feelings should be expressed for others due to the central role exercised by the staff Moreover, the individuals are familiar with and understanding the job expectations, but many authors have often pointed out, but the rules of action are not determined by the organizations, but the staff may vary if they consider the linked behaviors such as smile or suppression Anger (CUI et al., 2018: 1).

3. **The Behavioral immersion :** It is a basic principles that the staff must follow the rules of action that identify appropriate behaviors and how these feelings should be expressed for others because of the central role exercised by the staff as well as

Individuals are familiar with and understanding the job expectations, and many authors have often pointed out the rules of action are often not specified by organizations but are therefore not different from whether they consider the likely behaviors such as smiling or suppression of anger (CUI et al., 2018: 1).

**The second topic: Outstanding performance**  
 performance is linking a range of variables and standards with each other to create a competitive advantage that the outstanding performance is more than just doing things well and going to post-successful and communication with individuals who work in individuals Employees and vow to exceptionally assigned tasks, and outstanding performance is the ability to employ capacities, human, human and regulatory capabilities to contribute to a better performance that exceeds the minimum time, effort and cost. (Arqawi et al., 2018: 35) As in table 3, which shows the definitions of outstanding performance. Table (3) Definitions of outstanding performance researcher Definition 1 (Nafei et al., 2012: 19-20) Is the performance that exceeds overall performance, is part of the excellent performance chain, which has a series of properties that differ from traditional performance. Reflects the high performance of the organization and the performance of its staff and eventually leads to achieving goals. 2 masoudi, 2013: 91)) This is the estimated experience that reflects successful and efficient performance for complex and non-routine task for the purpose of achieving regulatory goals. 3 (Worrell et al., 2016: 261) It is in the field of individual talent that is obviously at the top end of distribution, even for other areas. 4 Jankal, 2017: 546) (It is for self-assessment to measure strengths and improvement areas in all activities of the Organization, where the organization is based. 5 (Danook, 2021: 451) Is an integrated system for all activities carried out by administrative and technical organizations that have the capacity to improve their performance levels to provide the best appropriate services required by their customers and achieve basic objectives in an ongoing process. Source: Preparation of the researcher depending on the sources

**II TOPIC: DISTINGUISHED PERFORMANCE**



The researcher was adopted on the researcher's scale (Verhagen et al., 1998: 36) to measure the outstanding performance, which includes five sub-dimensions, which are Kalati:

**1 - The results of students and practical learning**

are an important factor as an important factor In the economic growth of the country with a focus on economic efficiency in the manufacture later, the new process management has been identified, as the service sector has become more prominent in technology has raised many opportunities and challenges, resulting in enhanced manufacturing capabilities through materials, facilities and technologies The new procedures and the Department of Service has become a major challenge in the global competitive environment (Kleindorfer et al., 2005: 11).

**2 - The results of the focus on the customer**

that the idea behind the focus strategy on customers is to develop, market and sell products or services to a specialized market such as a certain type of consumers, a particular production line or a target geographical area. The aim of focusing on customers is to become a leading organization in the design specified through the service set better than anyone else there. Castillo & Acuna, 2018: 13)). One of the most important requirements of the Supreme Administration to focus on customers and clearly define priorities and analyze tasks related to these priorities accurately and detailed (: 1-2009, boseman).

**3. The results of the human resources**

focus on human capital as a strategic supplier of the organization when the strategies began to determine the Organization's resources that meet the basic standards of rare values, and the human capital was highlighted as a supplier could help organizations achieve Competitive feature (MACK & GENARI, 2019: 810). The focus on human resources needs to develop their capabilities is to highlight the best in their employees and then contribute to the success of the Organization as well as efficiency to know the individual, skills, abilities or personal characteristics that directly affect the functioning of Aravindakumar,

2020: 29). **4. The results of leadership and judgment** in recent years have been more difficult in most organizations and this is due to large pressures by organizations on leaders under the development of globalization and the emergence of many competitive organizations worldwide and this requires a renewed focus For a real leadership for the purpose of achieving organizational goals (MA et al., 2020: 2). Voon et al; 2011: 24-32) The leadership is the impact between leaders and subordinates, where the leader tries to influence subordinate behavior to achieve regulatory goals so that success is based on achieving its goals and objectives on the leaders of the Organization And their leadership methods. Leadership is not an entity but a way to connect with others (Tang et al., 2010: 553).

5. The results of the budget and financial results and the market will happen human resources exercise teams in business results? In order for human resources specialists, business partners must be addressed and face-to-face. (ULRICH, 1996: 1-2). Business results are based on human resources management if ideas and proposals are identical with results and perceptions with evaluations must be better associated with higher business results. Business results are comprehensive indicators for how human resources impact on business performance (ULRICH, 1997: 304). The results of the business is a measure of persons and their activities and behaviors within the Organization in terms of achieving actual results with the plan in accordance with a vision, clear and understandable as measures are very important. Phillips, 2009: 35).

**III topic: the field side**

**first: encoding the research standards and its**

**characterization:** the researcher adopted at the encoding of research measures on its English terms to facilitate reading and analyzing the methods of statistical analysis, which appears in table (4) Which determines the main research variables and its sub prints, its symbols and number of measurement questions in each dimension.

Table (4) encoding the research standards and its characterization

The main variables	Sub-dimensional	Statistical indicator code	Number of passive indulgence
<b>Emotional Performance</b> <b>EmoImm</b>	Mono dimension <b>EI</b>		<b>4</b>
Excellent Performance <b>ExcPer</b>	The results of students and practical learning	<b>SLOP</b>	<b>6</b>





	results on the customer	<b>CFR</b>	<b>6</b>
	Focus results on human resources	<b>RFHR</b>	<b>6</b>
	Leadership and resumption results	<b>LGR</b>	<b>5</b>
	results of the budget and financial	<b>BFMR</b>	<b>6</b>

Source: Preparation of the researcher based on the questionnaire.

## II. Test modulation distribution

The researcher has taken to build a test (Kolmogorov-Smirnov Test) to examine the current research data distribution, as shown by the test results in Table ( ) that the value of the Colmukurov-Smyrnov test value has been (0.070, 0.049), respectively for the study variables (emotional immersion and outstanding performance) while the moral rate for test value (0.078, 0.200), is a high level of normative value This

is indicating that data is not a moral function for research variables, which is confirmed within an acceptable modalism, which is therefore within the natural distribution area and therefore the methods of teachers can be adopted in testing, description and special diagnosis In the variables and their dimensions at the level of the application environment in universities and civilianness of the search sample. "For search variables (Kolmogorov-Smirnov Test)

Table (5): One-Sample Kolmogorov - Smirnov Test

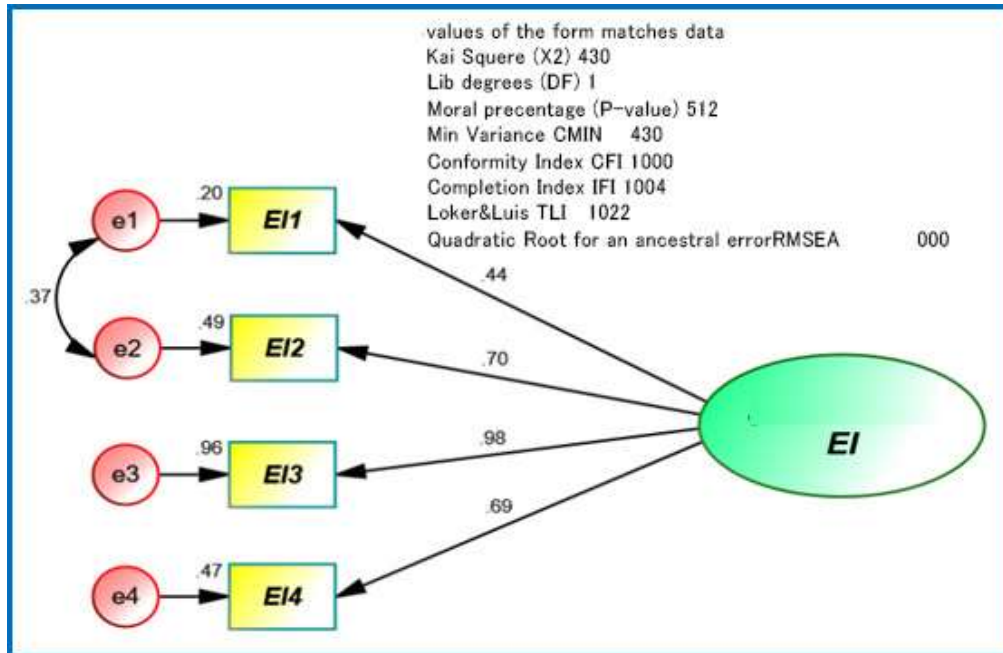
<b>One-Sample Kolmogorov-Smirnov Test</b>			
Outstanding performance	Emotional immersion	variables parameters	
<b>205</b>	<b>205</b>	<b>N</b>	
<b>3.250</b>	<b>3.345</b>	<b>Mean</b>	<b>Normal Parameters<sup>a,b</sup></b>
<b>.4899</b>	<b>.7124</b>	<b>Std. Deviation</b>	
<b>.049</b>	<b>.070</b>	<b>Absolute</b>	
<b>.049</b>	<b>.070</b>	<b>Positive</b>	
<b>-.041</b>	<b>-.058</b>	<b>Negative</b>	<b>Most Extreme Differences</b>
<b>.049</b>	<b>.070</b>	<b>Test Statistic</b>	
<b>.200<sup>c,d</sup></b>	<b>.078<sup>c</sup></b>	<b>Asymp. Sig. (2-tailed)</b>	

Source: outcome of (SPSS V.25)

Sample research, thus, the researcher was based on the AMOS V. 25. As comes:

1. Conformational Factor analysis of emotional immersion variable:" Includes measuring variable indulgence Emotional measurement is measured at a measurement of paragraphs. The results of Figure (4)

are shown that insertion ratios (0.40), which has a high moral reward, because the critical rat values (CRITICAL ratio) are as in table (4) they are all mentioned at Level (0.01) This emphasizes the significance and sincerity of these ties.



Frame (2) Conformational Factor Analysis of Emotional Industry Scale "

Source: Amos V.25" Table

Table (5): One-Sample Kolmogorov - Smirnov Test

Moral ratio	Critical ratio	Standard error	Inexpensive estimating	Standard estimating	Paths variables parameters		
					Emotional immersion	<---	EI1
***	6.615	.144	.952	.697	Emotional immersion	<---	EI1
***	4.287	.143	.613	.445	Emotional immersion	<---	EI2
***	6.495	.205	1.333	.979	Emotional immersion	<---	EI3
			1.000	.688	Emotional immersion	<---	EI4

Source: SPSS V.25 (SPSS V.25)

The researcher has taken to build a test (Kolmogorov-Smirnov Test) to examine the current research data distribution, as shown by the test results in Table ( ) that the value of the Colmukurov-Smyrnov test value has been (0.070, 0.049), respectively for the study variables (emotional immersion and outstanding performance) while the moral rate for test value (0.078, 0.200), is a high level of normative value This is indicating that data is not a moral function for research variables, which is confirmed within an acceptable modalism, which is therefore within the natural distribution area and therefore the methods of teachers can be adopted in testing, description and special diagnosis In the variables and their dimensions at the level of the application environment in universities and civilianness of the search sample. "For search variables (Kolmogorov-Smirnov Test)

Testing T-Analysis. The researcher was based on the procedure for the Analysis of the Tanning Program (AMOS V.25). As it comes:

1. Conformational Factor Analysis of Emotional Independence:" Includes a measurement of an emotional indulgence with a single dimension, which has been measured at a measurable paragraphs. The results of format (4) show the ratios Exceeded (0.40), which has a high moral dimension because the critical rat values (CRITICAL RATIO) are as in table (4) it has been all overridden at (0.01) and this emphasizes the significance of these tencing And the extent of its sincerity.

When the criteria are audited and after a single modification indicator, the results have become clear that all standards are conforming within their own fields and limits and this confirms that the model of the T-IT analyzes has gained an excellent level of



conformity, and this ensures that the scale of the indulgence Emotional is the reality of (4) measurement paragraphs.

(5): The results of the antigenic analysis of the emotional immersion variable tracks Normative appreciation Laboratory appreciation Standard error Critical percentage Pure ratios EI1 <--- Emotional immersion 697 952 .144 6.615 \*\*\* EI2 <--- Emotional immersion 445 613 .143 4.287 \*\*\* EI3 <--- Emotional immersion 979 1.333 .205 6.495 \*\*\* EI4 <--- Emotional immersion 688 1.000 "Source: Amos V.25"

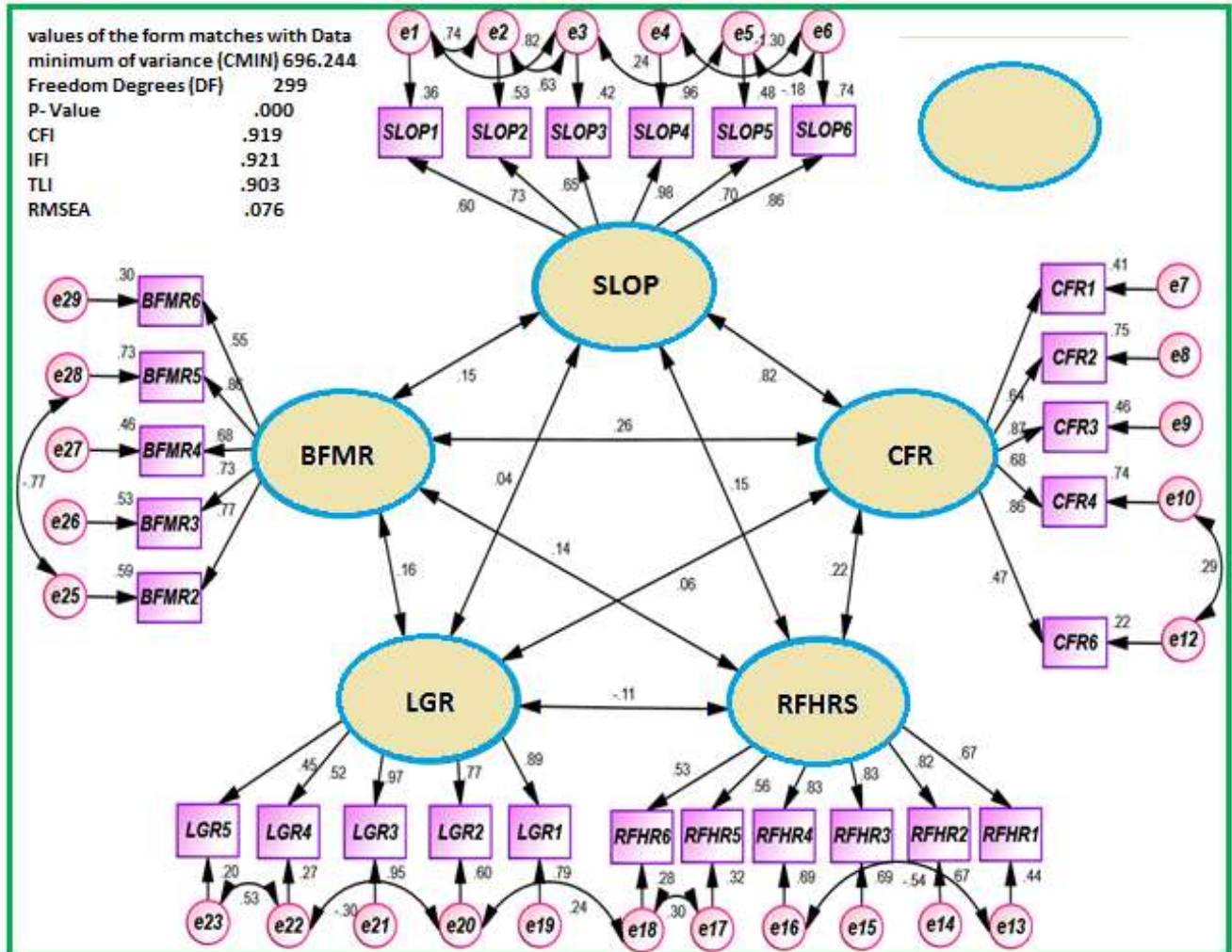
2. Conformational Factor Analysis of Outstanding Performance Variety: "Figure (2) shows that the measurement approved for measuring the outstanding performance consists of (29) paragraph distributed over five sub-dimension 2. 6 paragraphs for students' learning and practical results and (6) paragraphs for the outcome of the Customer focus and (6) paragraphs of the results of the focus on human

resources, and (5) paragraphs of the leadership and judgment results, and (6) paragraphs The results of the budget and financial results and market. As all estimates of the normative parameters have exceeded the ratio

The specific acceptable (0.40) is only paragraphs (CFR5, BFMR1) which was estimated (0.19, 0.21), respectively, which was deleted from the scale. The estimates of paragraphs were all sorgointed because all critical ratio (C.r.) phenomenon in Table (4) are moral values and this indicates the feasibility of these and accurate parameters. As for the indicators matching the model and after thirteen of the amendment indicators, all of which were met with their specific admission base, thus, the structural model has gained a high level of matching respondents. This confirms that the variable of the outstanding performance is measured by five sub-dimension and 28 (28) paragraph at the university and civilian college level. "

### **Frame (3) analysing Conforming Factor of Excellent preformance scale**





Source: Amos V.25" Table

**Figure 6 paths and parameters of Conformational factor analyzing for EP variance**

Moral ratio	Critical ratio	Standard error	Inexpensive estimating	Standard estimating	Paths	variables	parameters
***	5.885	.122	.719	.598	The results of students and practical learning	<---	SLOP1
***	7.051	.131	.920	.725	The results of students and practical learning	<---	SLOP2
***	7.239	.100	.723	.649	The results of students and practical learning	<---	SLOP3
***	8.415	.119	1.002	.978	The results of students and practical learning	<---	SLOP4
			1.000	.696	The results of students and practical learning	<---	SLOP5
***	7.079	.172	1.221	.860	The results of students and practical learning	<---	SLOP6
			1.000	.643	Focus results on the customer	<---	CFR1
***	7.084	.144	1.018	.866	Focus results on the customer	<---	CFR2



***	<b>5.861</b>	<b>.119</b>	<b>.698</b>	<b>.677</b>	Focus results on the customer	<---	<b>CFR3</b>
***	<b>7.044</b>	<b>.132</b>	<b>.928</b>	<b>.858</b>	Focus results on the customer	<---	<b>CFR4</b>
***	<b>4.537</b>	<b>.135</b>	<b>.614</b>	<b>.472</b>	Focus results on the customer	<---	<b>CFR6</b>
***	<b>5.257</b>	<b>.221</b>	<b>1.163</b>	<b>.665</b>	Focus results on human resources	<---	<b>RFHR1</b>
***	<b>5.861</b>	<b>.233</b>	<b>1.364</b>	<b>.819</b>	Focus results on human resources	<---	<b>RFHR2</b>
***	<b>5.915</b>	<b>.218</b>	<b>1.292</b>	<b>.833</b>	Focus results on human resources	<---	<b>RFHR3</b>
***	<b>5.776</b>	<b>.222</b>	<b>1.282</b>	<b>.831</b>	Focus results on human resources	<---	<b>RFHR4</b>
			<b>1.000</b>	<b>.562</b>	Focus results on human resources	<---	<b>RFHR5</b>
***	<b>5.343</b>	<b>.186</b>	<b>.994</b>	<b>.526</b>	Focus results on human resources	<---	<b>RFHR6</b>
***	<b>4.719</b>	<b>.574</b>	<b>2.710</b>	<b>.890</b>	Leadership and resumption results	<---	<b>LGR1</b>
***	<b>4.528</b>	<b>.475</b>	<b>2.149</b>	<b>.774</b>	Leadership and resumption results	<---	<b>LGR2</b>
***	<b>4.798</b>	<b>.604</b>	<b>2.896</b>	<b>.975</b>	Leadership and resumption results	<---	<b>LGR3</b>
***	<b>5.439</b>	<b>.259</b>	<b>1.410</b>	<b>.519</b>	Leadership and resumption results	<---	<b>LGR4</b>
			<b>1.000</b>	<b>.447</b>	Leadership and resumption results	<---	<b>LGR5</b>
***	<b>5.185</b>	<b>.167</b>	<b>.868</b>	<b>.547</b>	The results of the budget and financial results and market	<---	<b>BFMR6</b>
***	<b>6.714</b>	<b>.182</b>	<b>1.220</b>	<b>.857</b>	The results of the budget and financial results and market	<---	<b>BFMR5</b>
			<b>1.000</b>	<b>.680</b>	The results of the budget and financial results and market	<---	<b>BFMR4</b>
***	<b>6.765</b>	<b>.172</b>	<b>1.165</b>	<b>.728</b>	The results of the budget and financial results and market	<---	<b>BFMR3</b>
***	<b>6.107</b>	<b>.223</b>	<b>1.360</b>	<b>.769</b>	The results of the budget and financial results and market	<---	<b>BFMR2</b>
***	<b>5.885</b>	<b>.122</b>	<b>.719</b>	<b>.598</b>	The results of students and practical learning	<---	<b>SLOP1</b>

IV All values of Alpha Krunbach for the main and sub-changes have ranged from (0.735-0.893). This indicates that all these transactions are acceptable, which proves the accuracy and stability of the measurement tool used in the current study Its ability to measure its variables and sub-definitions clearly and

without complexity at the level of universities and civilian colleges sample. " Table (6): The values of Kronbach for the search variables and sub-variables Kronbach Alpha for the main variable Sub-dimensional Kronbach Alpha Distinguished Performance .893 The results of students and practical learning .746 Focus



results on the customer .802 Focus results on human resources .819 Leadership and resumption results .735 The results of the budget and financial results and market .756 Emotional immersion .788 Mono dimension .788 Source: Preparation of the researcher depending on the outputs of the SPSS V.25 V. Description and diagnosis of search variables  
 1- Description and diagnosis of emotional immersion  
 This paragraph includes a description and analysis of emotional immersion in a total of the results of the

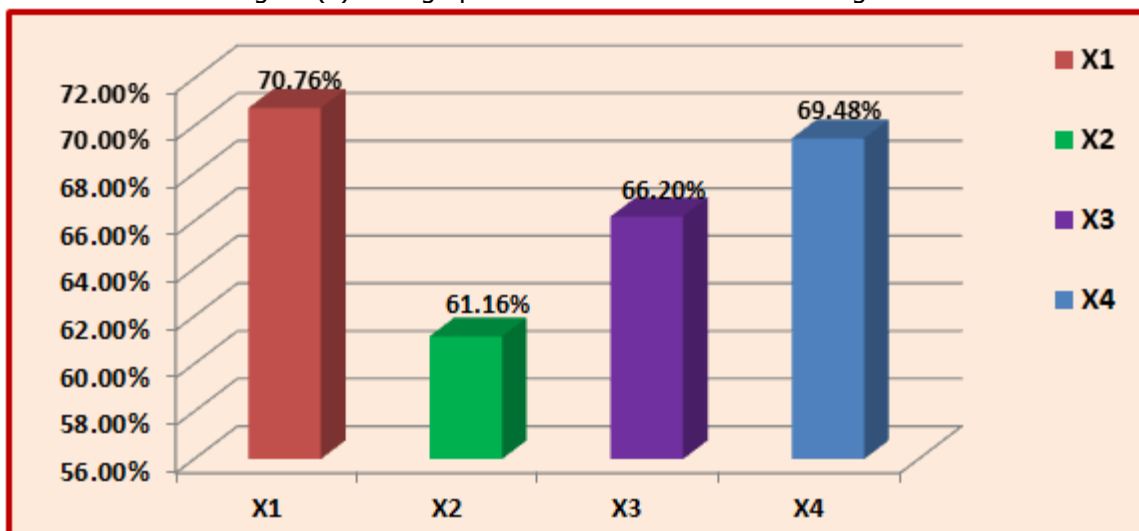
availability of emotional immersion level, which has been measured by 4 measurement paragraphs, which achieved this variable amid a total account (3.345) and deviation Standard (0.712) and differences (21.280%) and relative mouth (66.900%), which confirms that emotional immersion has obtained a moderate level based on sample responses at the university and civilian college levels.

Table (7): Description and analysis of emotional immersion paragraphs

articles	arithmetic center	normative deviation	Differences factories %	Relative importance%	Order
1 The work in the College represents my primary attention to life	3.538	0.941	26.594	70.760	1
2 I feel that my work is part of my life and it is hard to move away from him	3.058	1.162	37.989	61.160	4
3 Personal objectives are associated with job objectives	3.310	0.909	27.471	66.200	3
4 A performance is based on self-achieving	3.474	0.966	27.807	69.480	2
average of emotional immersion	3.345	0.712	21.280	66.900	-

"Source: Preparing the researcher based on the results of programs (Microsoft Excel (SPSS)). In the light of sample answers."

Figure (4): The graph to remove the emotional indulgence



"Source: Program Output (Microsoft Excel V. 2010)

**2. Description and Diagnosis of Outstanding Performance** This paragraph includes a description of the outstanding performance variable and its total diagnosis, as shown from Table (The results of the statistical measurement of outstanding performance variables, which are measured by three field dimensions, with the total arithmetal center for this variable (3.222) and the standard deviation (0.498)

and the difference was (15.45%) and reached Relative importance (64.44%), and these statistical results indicate that the variable of outstanding performance has been mandated from the importance of respondents, indicating that the members of university and civilian colleges are a simple level of research To achieve outstanding performance in terms of interest in student results and achieve advanced levels of



performance and focus on educational service efforts, improve the level of scientific and stimulate the necessary skills and adequate information on the curriculum Add to this focus on the efforts of their borders Teaching, functional and attention to leaders' behaviors and support to promote positive relations and achieve high levels of outstanding performance.

As for the overall standing for the dimensions of the universities and the fields of research, the results of the budget, financial and market results, the results of the focus on human resources, results Focus on Customer, Student and practical learning results) respectively.

"Table (8): Statistical standards for

<b>Deminsions</b>	arithmeti c center	normativ e deviation	Differences factories %	Relative importance %	Order
the results of students and practical learning	<b>3.054</b>	<b>0.840</b>	<b>27.50</b>	<b>61.08</b>	<b>5</b>
Focus results on the customer	<b>3.161</b>	<b>0.781</b>	<b>24.72</b>	<b>63.22</b>	<b>4</b>
Focus on Human Resources	<b>3.270</b>	<b>0.762</b>	<b>23.30</b>	<b>65.40</b>	<b>3</b>
Leadership and resumption results	<b>3.316</b>	<b>0.749</b>	<b>22.58</b>	<b>66.32</b>	<b>1</b>
The results of the budget and financial results and market	<b>3.308</b>	<b>0.578</b>	<b>17.46</b>	<b>66.16</b>	<b>2</b>
General Average for outstanding performance	<b>3.222</b>	<b>0.498</b>	<b>15.45</b>	<b>64.44</b>	<b>-</b>

Source: Preparation of the researcher Depending on programs (Microsoft Excel) and (SPSS)."

With the view of the importance of the importance of defeated performance dimensions at the level of universities and civilian colleges, the sample of the research, graphic columns were selected and only values Relative importance, format ()) illustrated: " This indicates that members of the faculty in universities and colleges the study sample whenever they seek career to work and to take into account and

strengthen the desire for creativity and provide new ideas developed for educational and scientific services, which are justified to achieve pleasure at work Please and adhere to and strengthen belonging to the college and emotionally and this will increase their outstanding performance. " "As for progress, the first major hypothesis can be accepted."

Table (9): Link relationships between emotional indulgence and distinct performance variable

<b>Independent variable Inexpensive variable</b>	<b>Emotional immersion</b>
distinct performance	<b>.468**</b>
<b>Sig. (2-tailed)</b>	<b>.000</b>
Resolution	"There is a very strong positive relationship with a significant significant significance at 0.01 between emotional immersion and distinctive performance

Source: Preparation of the researcher in the light of the statistical program output (SPSS V.25) "

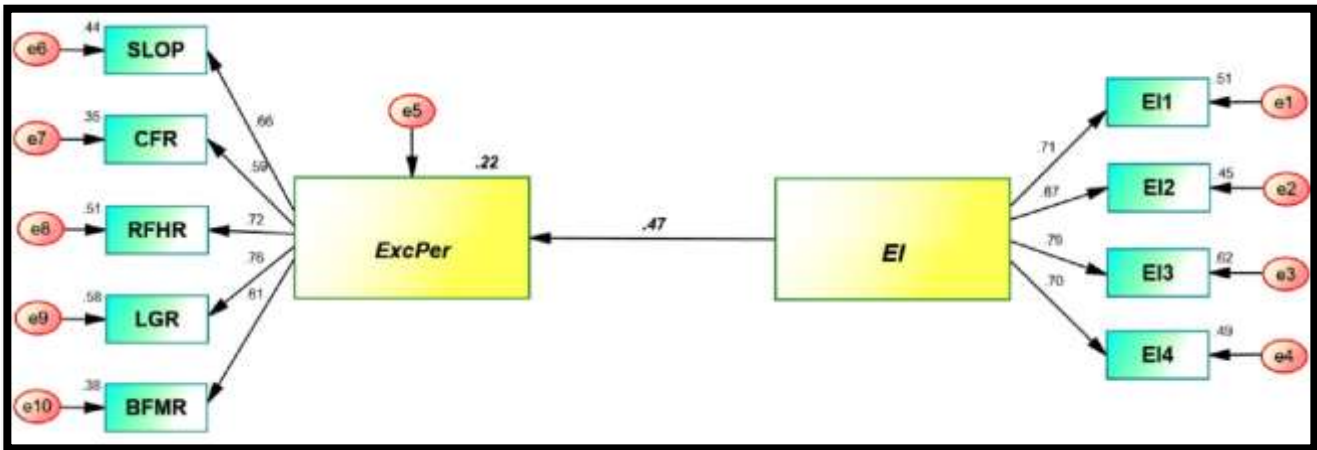
**2 The second major hypothesis test:** (There is an impact with emotional immersion in distinguished performance)" illustrates Figure 4, there is an effect of significant significant impact of the emotional immersion variable in distinct performance, as illustrated that the value of the parameter estimate Standard (Standard Influence) has reached (0.47) This means that the violent fancier

variable affects the variable of 47% at the level of universities and civilian colleges. This means that the variable performance will increase 4. 47% if the emotional immunization is increased in one unit. We also note that the value of the impact factor is a significant value because the value of the critical ratio (C.r.) phenomenon (6.921) is value Moral at the moral level (P-Value) appeared in the same table. " "It is also

illustrated by the value of the interpretation factor (R<sup>2</sup>) has reached (0.22), which means that the changes in the outstanding performance variable returns (22%) them to change emotional immersion and the remaining 78% It is due to other variables

input in the study model. This result is a significant impact of emotional immersion in distinguished performance at the level of universities and civilian colleges." "Depending on what mentioned above, the second major hypothesis can be accepted.

Figure (4): Effect of emotional indulgence in distinctive



Source: AMOS V.25"

table (10): Paths and parameters test emotional impact in distinguished performance

Percentage outstanding performance	Critical percentage	Standard error	Laboratory appreciation	Standardized organic weights	tracks		
***	6.921	.047	.328	.469	E.I	<---	OP
***	13.283	.071	.943	.592	E.I	<---	EI1
***	12.849	.074	.953	.664	E.I	<---	EI4
***	11.793	.093	1.095	.714	E.I	<---	EI2
***	16.815	.060	1.010	.702	E.I	<---	EI3
***	9.582	.097	.929	.717	OP	<---	CFR
***	11.588	.097	1.120	.759	OP	<---	SLOP
***	13.422	.082	1.098	.613	OP	<---	RFHR
***	15.176	.075	1.141	.671	OP	<---	LGR
***	10.128	.070	.712	.790	OP	<---	BFMR

**EI** Emotional immersion

**OP** Excellent performance

A. The functionality is the ability of organizations in obtaining staff within competence, skill and commitment and adoption is very useful within changing environment concepts and tangible by individuals and organizations. (B) The outstanding performance is an advanced concept that promotes staff behavior in organizations and increases their functions and generally representing the control and effectiveness of organizations to achieve their targets in continuity and stay in the field of business, with a basic capacity To achieve and promote learning and focus results on the customer and focus on human

resources, leadership and judgment efforts Add to this results of marketing and service processes. (C) It turned out that the level of importance variable performance was "moderate" and this confirms that the attention of universities and colleges the study sample of this variable was a simple level that does not meet its aspirations to earn a large market share and this may be due to the nature of focus on achieving some goals Investment and many civil universities compete among themselves to attract large numbers of students. Ah. The universities believe in a significant relationship between career indulgence





and outstanding performance through a high value for its association and this emphasizes the importance of human resources practices based on efficient and training staff and their personal capacity And compensate for rewarding wages and rewards to improve their outstanding performance.

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