



THE IMPACT OF ELECTRONIC MANAGEMENT ON ADMINISTRATIVE PERFORMANCE: AN ANALYTICAL STUDY OF THE OPINIONS OF THE ADMINISTRATIVE EMPLOYEES OF THE SALAH AL-DIN EDUCATION DIRECTORATE

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Article history:	Abstract:
Received: 28 th June2024 Accepted: 26 th July 2024	<p>The study aimed to clarify the relationship between electronic management in its dimensions (human resources, technical and security, administrative and financial) on administrative performance in its dimensions (organizational dimension, social dimension, strategic dimension, economic dimension). To conduct this study, we implemented a methodology centered on careful observation and interpretation of data. The dataset was collected via a questionnaire designed specifically for this study, drawing from scientific references and previous research. The study sample was comprehensive, as the study community was the Salah Al-Din Education Directorate, and the study included department managers, divisions, and administrative units in the directorate's office, totaling (110), where the questionnaire was distributed to them, and (105) were retrieved, of which (100) were valid for statistical analysis only.</p> <p>The researcher used the SPSS program to analyze the data, and analysis of the results indicated a substantial effect, in statistical terms, of implementing electronic management systems on administrative performance at a confidence threshold of less than 5%.</p> <p>The study recommended expanding the adoption and use of electronic management in all administrative processes, enhancing the infrastructure of technologies and technology in the organization, and promoting the strategic use of technology to aggregate and evaluate data, yielding actionable insights that support more effective decision-making processes and accurate strategic planning.</p>

Keywords: electronic management, administrative performance, Salah Al-Din Education Directorate.

STUDY METHODOLOGY

1.1 Introduction:

Management represents the foundation upon which all organizations and institutions rely, encompassing all its practices of planning, organizing, leading, directing, and controlling. This aspect has evolved to what it is today in business organizations and public and private institutions. Organizations continue to strive for continuous development and modernization to improve performance, reduce costs, and thus achieve the organization's goals.

After the significant technological development that appeared in all fields and included all sectors, including devices, computers, networks, and communications, this contributed to the development of management. It made it dispense with routine, paper, and excessive loops, summarizing the work in what is called electronic management. This contributed to reducing administrative loops, routine, effort, cost, and time, and helped reduce errors and precise control over work. All of this serves the public interest of the organization and achieves its goals.

Based on the above and after reviewing previous research and studies, and due to the importance of the educational sector in Salah Al-Din and its large size compared to other sectors, this study's contribution emerges in revealing the role of electronic management in improving administrative performance in the Salah Al-Din Education Directorate. It also contributes to finding ideas, recommendations, and solutions that help develop administrative performance in it.

1.2 Study Problem



Management is considered the main artery of organizations, reflecting success and failure on the performance of organizations. After the technological development that occurred in the world, which included all sectors, including management, this was reflected in its development and transformation into electronic management in many organizations, which in turn reflected on the development of administrative performance in organizations.

After the researcher conducted an oral survey and researched the administrative reality in the Salah Al-Din Education Directorate, it was observed that there is a lot of routine administrative work and administrative loops in the old, boring classical style, which causes boredom for employees, errors, and increased costs. It also causes the beneficiary of the directorate to wait a long time to obtain the service and increases the procedures and complexity in it, which increased the researcher's interest in conducting this study. The study problem appears through the following main question:

- What is the correlation between electronic management and administrative performance in the Directorate of Education in Salah Al-Din?
- Sub-questions:
 - What is the correlation between electronic management and the organizational dimension?
 - What is the correlation between electronic management and the social dimension?
 - What is the correlation between electronic management and the strategic dimension?
 - What is the correlation between electronic management and the economic dimension?

1.3 Importance of the study:

1. The paucity of previous studies that addressed the relationship between electronic management and administrative performance in the Directorate of Education in Salah Al-Din.
2. The study's significance stems from its focus on the education sector in Salah Al-Din Governorate.
3. The high importance of the targeted sector for the community of Salah Al-Din Governorate.

1.4 Objectives of the Study:

- 1) Clarifying the relationship between electronic management and administrative performance in the Directorate of Education in Salah Al-Din.
- 2) To contribute to finding ideas, recommendations, and solutions to solve problems and reduce routine and procedures required to develop administrative performance in the Directorate of Education in Salah Al-Din.
- 3) To highlight the importance of electronic management and its role in reducing costs, saving effort and time, reducing errors, and improving performance.

Hypothetical model of the study:

Figure (1) Study variables



Done by the author following (Al-Aqabi, Al-Rubaie, 2018), (Unayss, 2016) (Hussein, 2022)

Administrative Performance	Electronic Management
Economic Dimension	Human Resources
Strategic Dimension	Technical and Security
Organizational Dimension	Administrative and Financial
Social Dimension	

1.5 Study hypothesis:

The study’s problem and the theoretical structure of the study’s variables and dimensions led to the formulation of the following hypotheses:

Main Hypothesis:

This scholarly work hypothesizes a significant correlation involving electronic management on administrative performance.

Sub-Hypotheses:

1. The anticipation is for a significant and non-random difference to be observed forelectronic management on the organizational dimension.
2. The anticipation is for a significant and non-random difference to be observed forelectronic management on the social dimension.
3. The anticipation is for a significant and non-random difference to be observed forelectronic management on the strategic dimension.
4. The anticipation is for a significant and non-random difference to be observed forelectronic management on the economic dimension.

1.6 Study Methodology and Data Collection Tool:

This study was conducted through descriptive analytical techniques by the researcher, addressing this relationship and explaining its details and the extent of the correlation between its variables and dimensions based on scientific sources and previous studies.

1.7 Spatial and Temporal Boundaries of the Study: This study’s spatial context was the Directorate of Education in Salah al-Din for the year 2024.

1.8 Methods used in Gathering the data:

The researcher utilized a questionnaire to collect data for this study. The questionnaire was custom-made based on scientific literature and previous studies and is divided into three sections:

- 1) demographic information



- 2) questions about the independent variable (electronic management and its components: human resources, technical and security, administrative and financial), in a tailor-made questionnaire that also included other pertinent questions (Al-Aqabi & Al-Rubaie, 2018).
4. Questionnaire of the dependent variable, which is administrative performance and its dimensions (organizational dimension, social dimension, strategic dimension, economic dimension). (Unayss, 2016) (Hussein, 2022)

1.9 Research Participants and Sampling Technique

The group studied is composed of department heads, division managers, and administrative unit heads in the Office of the Directorate of Education in Salah al-Din, totaling 110 individuals. The study sample is a comprehensive sample.

2. CONCEPTUAL FRAMEWORK

2.1 Electronic management as a concept:

The concept of e-government involves a comprehensive electronic system utilizing modern technological communication and digital solutions to shift traditional administrative work to digital and technological processes (Al-Ayashi, 2013). It also means the ability of government sectors to provide services and exchange information accurately and quickly with the beneficiaries, society, and business sectors at the lowest cost using information technology and the Internet while maintaining data and information security and confidentiality based on two principles: (Boukhalfa, 2019).

1. Technical: By digitizing and electronically preparing data and information, transmitting them through technological networks, and ensuring their accuracy and confidentiality.

2. Procedural: In accomplishing transactions and services electronically (remotely) while ensuring their accuracy and credibility (Matar, 2008).

It is worth mentioning that e-government is an administrative term that refers to the overall administrative and organizational processes that connect customers (beneficiaries) with data sources, information, and services through electronic, technological, or digital means to achieve the organization's objectives, whether these organizations are governmental or private companies. In the end, e-government is a concept that encompasses all the operations carried out by institutions electronically, whether they are governmental or private (Zahra, 2019).

In view of the above, the researcher believes that e-government includes all administrative, organizational, and service processes carried out by institutions, whether in the public or private sector, electronically using information technology, the internet, and other technologies to accomplish tasks, achieve goals, in the fastest and most cost-effective way, with high accuracy and credibility./

2.2 Objectives of Electronic Management:

The objectives of e-government can be summarized as follows: (Samir, 2008) (Ghanem, 2004)

1. Developing the work system in various departments within the institution to achieve tasks, responsibilities, and complete required tasks in a timely manner and with high quality.

2. Reducing costs and eliminating unnecessary expenses incurred by institutions due to their use of traditional management methods.

3. Utilizing the internet by employees to search for and develop ideas, as well as staying updated on modern methods and proposing them for implementation, providing employees with the opportunity to communicate, exchange opinions, and ideas through technological, digital, and internet communication networks.

4. Accuracy and ease of access to data and information by using electronic data systems and the internet, avoiding the risks of paper-based management and transactions, eliminating the need for storing documents and data in traditional ways.

5. Improving the institution's performance level, increasing its competitiveness and productivity, and enhancing the services provided to customers.

2.3 Principles of electronic management:

The principles of electronic management can be formulated through the following: (Bouhouch, 2006, p. 189)

1. Providing the best services: It requires providing services to the best of your ability. To create a diverse work environment with competencies and skills that are technically and technically prepared to use advanced and modern information technology in a way that tasks and responsibilities are accomplished in a timely manner, accurately and efficiently.

2. Focus on results: This principle means focusing on the final results, achieving service to beneficiaries, and reducing the burden on the public in terms of effort, time, cost, and around the clock.

3. Ease of use: That is, the services are available to everyone, anywhere and at any time.

4. Continuous improvement: As it is known that technology is constantly developing, therefore electronic management must keep pace with development and modernity in order to provide the best services to beneficiaries and achieve the organization's goals.



2.4 Dimensions of e-government:

Based on the studies and scientific references reviewed by the researcher, the researcher addressed the following dimensions:

Human resources: This means the availability of trained and qualified human resources to use advanced and modern technology and employ it to accomplish the tasks and functions of the institution. (Mouloud & Bediar, 2021). Human resources are considered very Important for organizations as they are a very important resource in the production process. (Hussein, 2022).

Technical and security: Technical requirements are represented by providing devices, networks, applications, and other electronic requirements to contribute to the success of e-government. (Abdulkarim, 2010). As for security requirements, they consist of providing safety and security measures to ensure the security and protection of databases and information, referring to the procedures and means used to ensure the security and protection of data and information from internal and external risks. (Al-Sarifi, 2007).

Administrative and financial: Administrative requirements are important and essential for the implementation of e-government as they contribute to development and change through the use of modern and advanced systems that are compatible with e-government. This requires the presence of management that supports and promotes development and change in administrative methods that are compatible with it, possibly requiring the development of strategic plans and administrative and organizational changes. (Al-Salami, 2005). As for financial requirements, they are the fundamental factors facing e-government, as providing trained and qualified human resources, technical and security requirements, required changes in enterprise management, plans, strategies, and more all depend primarily on financial requirements. (Christy, 2002).

3. ADMINISTRATIVE PERFORMANCE

3.1 The concept of administrative performance

Many studies and scientific references have addressed the concept of administrative performance in various forms, and the researcher will address a part of them, where administrative performance is defined as a set of results and achievements that are ultimately achieved by individuals and groups at work or organizational units and institutions. (Adair, 2008, p. 32)

Administrative performance is referred to as the organization's readiness to acquire and utilize scarce and valuable resources as quickly as possible and utilize them to achieve current and operational goals. (Heppell, 2011, p. 26)

Administrative performance can also be defined as the rank that indicates the organization's ability to optimally use organizational resources and work on identifying the behavior of its employees and their contribution to achieving its goals.

(Zarara, 2020)

It also refers to a set of administrative behaviors that express the individual's performance, including performance quality, execution mastery, necessary work experience, interaction and communication with employees, and commitment to administrative regulations and instructions.

(Ali, 2007)

The researcher believes that administrative performance means a set of behaviors performed by employees in organizations, optimal use of resources, achievement of accomplishments and final results at the least cost, time, and effort to achieve the organization's goals.

The concept of developing administrative performance can also be addressed to clarify the connection between the two topics, referring to comprehensive efforts planned in advance aimed at developing and changing administrative performance in the organization, affecting the values, principles, skills, and behavioral patterns of employees to change the organization's situation and make it interact with its surrounding environment to achieve comprehensive organizational effectiveness.

(Kayid, 2015)

It can also be defined as the continuous improvement process in administrative institutional performance through the application of scientific methods in institutional work, working on solving emerging problems, and supporting leadership and managerial capabilities.

(Mashhour, 2010, p. 47)

Taking the above into consideration, the researcher believes that developing administrative performance is a process of implementing many systematic procedures and planned changes to achieve continuous improvement in administrative performance to achieve institutional efficiency and effectiveness and accomplish the goals set for the institution.



3.2 Characteristics of developing administrative performance:

Organizations strive to develop in all sectors they have, often for the purpose of improving production processes, services provided, increasing output, reducing costs, and increasing profits. Therefore, the researcher will address the essential characteristics that organizations need in the process of developing administrative performance, which are as follows: (Abdelhamid, 2021) (Al-Khatib, 2005, p. 65).

- The development process should be comprehensive, including all sections and details of the organization from policies, objectives, organization, human resources, plans, and more.
- Development is a continuous process; it does not happen once and stop, but it should be continuous and ongoing for a number of events and programs that aim to achieve objectives.
- Development is a democratic process, where development is through a compatible fabric involving all categories within the organization and those concerned with development without ignoring the ideas of any party from those categories.
- Development relies on a scientific approach through studying the reality and its problems and working to prioritize.
- Providing long-term, medium-term, and short-term plans is an advanced step towards achieving priorities and desired goals.

3.3 Factors Affecting Administrative Performance:

The studies and scientific references have addressed many factors that affect administrative performance, and the researcher has chosen the following: (Kennerley & Neely, 2002) (Du & Yin, 2009).

1. The qualifications, capabilities, potential, motivations, and attitudes possessed by working individuals.
2. The work environment and the opportunities, threats, resources, facilities, and potential available within it.
3. The support provided by senior management to employees in terms of trust, support, responsiveness, support, and setting appropriate standards for performance development.
4. Providing reliable sources of information and the ability of senior management to make decisions to correct the course and solve problems, which can be achieved through senior management's interest in new ideas and methods that can be used to solve problems and address obstacles (Hussein & Kammoun, 2024).
5. Being prepared to implement new ideas and innovative plans, working on assigning tasks and responsibilities to employees to achieve efficiency and effectiveness in performance while continuing to monitor and evaluate their performance to achieve goals.

3.4 Dimensions Of Administrative Performance:

After reviewing previous studies and scientific references, the researcher addressed the following dimensions: (Unays, 2016) (Hussein, 2022) (Mufida, et al., 2020).

- 1) **Organizational Dimension:** This encompasses the variety of mechanisms and procedures that the organization utilize to meet its objectives enabling management to possess specific means, mechanisms, and standards that allow it to measure the effectiveness of adopted procedures and understand their impact on performance. This can also indicate achieving job satisfaction, opportunities for advancement, and fairness for employees (Hussein, 2022). It is worthwhile to note that the criteria used to measure the level of organizational effectiveness relate to organizational structure, not the results the organization expects, which, which suggests that the criteria play a significant role in the performance evaluation process, enabling the organization to identify organizational difficulties before starting tasks.
- 2) **Social Dimension:** It refers to the extent of satisfaction among employees in the organization at different levels. The importance of this dimension is evident as organizational performance in the long term may be affected if management neglects this aspect and focuses only on the economic aspect. There is a correlation between the economic aspect and the social aspect, so experts recommend giving importance to the social climate in the organization.



- 3) **Strategic Dimension:** Many researchers consider it the heart of strategic management. Strategic performance has received attention from strategic management because it measures the strategic direction of the organization and assesses the strategic effectiveness adopted by it. Strategic performance is the foundation on which the strategic evaluation and control process is based.
- 4) **Economic Dimension:** It is considered the primary reason for the existence of the organization, meaning the organization's ability to continue, survive, and achieve desired goals. It is represented in profit margins and the economic surplus that the organization achieves through its activities by maximizing results and reducing costs.

3.5 CONCLUSION:

Business organizations have utilized advanced technologies to improve production processes. Through scientific and technological advancements, organizations have been able to develop products, reduce costs, and satisfy customer desires and needs. This technological progress has also impacted the administrative side, as technologies have entered management, transforming traditional paper-based and routine management into electronic management that performs tasks quickly and accurately with the push of a button. This has contributed to improving customer services, enhancing organizational performance, reducing efforts, costs, and time, ultimately achieving organizational goals.

Organizations strive to achieve their predefined goals, which can only be accomplished through outstanding performance. By utilizing all their resources optimally and defining employee behavior and tasks to reduce costs and achieve objectives, organizations can achieve satisfactory managerial performance that aligns with the organization's goals. Organizations work on enhancing their managerial performance by applying scientific methods, continuous improvement, and problem-solving to achieve their objectives.

It is evident that organizations seeking to enhance their managerial performance utilize advanced scientific methods to achieve their goals. Electronic management is one of the tools used by organizations to enhance their managerial performance and improve their institutional effectiveness. All of this works towards developing processes, improving production, reducing costs, satisfying customer desires and needs, ultimately achieving organizational goals and increasing competitive edge.

4. Field Study

4.1 Results of Statistical Analysis:

Results of the validity and reliability test of the study variables:

Statistical analysis showed the results of the reliability test using Cronbach's Alpha method, and the validity test through the square root as follows:

Table (1): Results of the validity and reliability test of the study dimensions

Variables	Dimensions	Validity coefficient	Cronbach's alpha coefficient	Number of phrases
The first variable: electronic management:	Human resources	0.898	0.807	5
	Technical and security	0.928	0.862	5
	Administrative and financial	0.884	0.782	5
The second variable: administrative performance	Social dimension	0.928	0.861	5
	Organizational dimension	0.951	0.905	5
	Strategic dimension	0.930	0.865	5
	Economic dimension	0.946	0.894	5
The first variable: electronic management:		0.963	0.927	15
The second variable: administrative performance:		0.979	0.958	20

Source: Based on the results of the statistical analysis of Cronbach's Alpha test



The table above indicates that the values of Cronbach’s α vary, ranging from 0.782 as a minimum to 0.958 as a maximum, which is a high value for Cronbach’s Alpha, indicating the stability and validity of the phrases and their reliability. Statistical norms suggest that the test statistics should reach or surpass 0.7. Our data meets this requirement, reflecting the dependability of our research variables and their readiness for more in-depth analysis.

4.2 Research Participants and Sampling Technique used:

The study’s group of participants is composed of department heads, branch managers, and administrative units’ officials in the Office of Directorate of Education in Salah al-Din, totaling 110 individuals who were distributed the questionnaires. The study sample is a comprehensive sample, with 105 questionnaires received, of which 100 were suitable for analysis, representing the analyzed sample.

4.3 Descriptive analysis of personal demographic data for the study sample:

A glance at Table (2) reveals a number of findings that can be described as follows:

Out of the entire group studied, males made up a significant majority (64%), whereas females accounted for a smaller proportion (36%). In terms of educational qualification, 64% of the total sample size held a Bachelor’s degree, while 28% had postgraduate studies, reflecting the inclusivity of the study sample of qualified individuals to answer the survey questions objectively.

Regarding age, it was revealed that the most recurring age group in the study sample was between 45 to less than 55 years old, with a percentage of 37%, followed by the age group of 25 to less than 35 years old at 31%, and then the age group of 35 to less than 45 years old at 30%. This diversity in age groups of the research sample may enhance the research results in terms of accuracy and objectivity.

The study sample was diverse in terms of both gender and experience, ensuring a well-rounded and inclusive representation of perspectives. Regarding gender, males constituted 64% of the sample, while females accounted for 36%. In terms of experience, 44% of the sample had 15+ years of practical experience, followed by 26% with 5 to less than 10 years of experience, and 18% with 10 to 15 years of experience. This range of levels testifies to the survey responses as being informed by a variety of perspectives and expertise.

Table (2): Demographic Breakdown – Frequency Counts and Percentages of Study Participants

Variables	Categories	Iterations	Percentages
Gender	Male	64	64%
	Feminine	36	36%
Age	Under 25 years old	0	0%
	From 25 to less than 35 years old	31	31%
	From 35 to less than 45 years old	30	30%
	From 45 to less than 55 years old	37	37%
	From 55 years and over	2	2%
Academic qualification	High school or less	8	8%
	Diploma	0	0%
	Bachelor's	64	64%
	Postgraduate studies	28	28%
	Less than 5 years	12	12%



Years experience of	From 5 to less than 10 years	26	26%
	From 10 to less than 15 years	18	18%
	From 15 years and over	44	44%

Table compiled from SPSS outputs, as interpreted by the study's author.

4.4 Study hypotheses testing results:

Prior to testing the study hypotheses, the nature (strength and direction) of the relationship between the study variables will be tested as a requirement of regression analysis, as illustrated below:

Table (3): Correlation matrix between study variables

Economic dimension	Strategic dimension	Organizational dimension	Social dimension	Electronic management:	Administrative and financial	Technical and security	Human resources	
Human resources	.601	.567	.688	.891	.748	.759	1	.730
Technical and security	.742	.754	.764	.944	.841	1	.759	.816
Administrative and financial	.806	.818	.771	.938	1	.841	.748	.792
Electronic management:	.780	.778	.803	1	.938	.944	.891	.845
Social dimension	.827	.727	1	.803	.771	.764	.688	.761
Organizational dimension	.833	1	.727	.778	.818	.754	.567	.675
Strategic dimension	1	.833	.827	.780	.806	.742	.601	.760
Economic dimension	.760	.675	.761	.845	.792	.816	.730	1

Table compiled from SPSS outputs, as interpreted by the study's author.

The table above can tell us the following:

- A significant correlation exists between e-management and the organizational dimension, with a correlation coefficient of 0.803, which is significant at a level below 0.5.
- A significant correlation exists between e-management and the social dimension, with a correlation coefficient of 0.778, which is significant at a level below 0.5.
- A significant correlation exists between e-management and the strategic dimension, with a correlation coefficient of 0.780, which is significant at a level below 0.5.
- A significant correlation exists between e-management and the economic dimension, with a correlation coefficient of 0.845, which is significant at a level below 0.5.



Main Hypothesis: This scholarly work hypothesizes a significant correlation involving electronic management on administrative performance.

The hypothesis examination, conducted via regression methods, revealed the following:

Table (4): Results of the analysis of the impact of e-management tools on administrative performance.

Dimensions of the independent variable	Symbol	T value	Beta value	Dependent variable	Sig
Fixed amount	B0	3.812		Administrative performance:	0.00
Human resources	B1	0.35	0.025		0.73
Technical and security	B2	4.209	0.367		0.00
Administrative and financial	B3	6.424	0.551		0.00
R2 = 0.814 adj.R2= 0.808 F(sig.) = 140.124 (0.00)					

Table compiled from SPSS outputs, as interpreted by the study's author.

The table above can tell us the following:

Statistical testing produces an F-value of 140.124, denoting statistical significance at a confidence threshold of 0.01. The consequential relationship between e-management dimensions and administrative performance, with a t-value of = 4.209 for the technical and security dimension at a significance threshold of 0.00, and a t-value of = 6.424 for the financial and administrative dimension at a significance threshold of 0.00, and a t-value of = 0.35 for the human resources dimension at a confidence threshold of 0.73. This demonstrates a significant impact of e-management dimensions on administrative performance.

The interpretation coefficient R2 reached 0.808, which indicates that e-management dimensions explain 80% of the variance in administrative performance. Factors excluded from the analysis of this study contribute to the remaining portion.

Taking the above into consideration, there is enough evidence that the hypothesis is accepted as the data reveals a substantial influence exerted by e-management dimensions on administrative performance at a significance level lower than 5%.

From this main hypothesis, the following sub-hypotheses are derived:

Sub-Hypothesis 1: The anticipation is for a significant and non-random difference to be observed fore-management on the social dimension.

Analytical regression procedures used to assess this hypothesis generated the following:

Table (5): Displays the results obtained from the statistical examination of the considerable effect of e-management on the organizational dimension.

Categories of the independent variable	Symbol	T value	Beta value	Dependent variable	Sig
Fixed amount	B0	1.71		Social Dimension	0.09
Human resources	B1	1.599	0.156		0.11
Technical and security	B2	2.728	0.327		0.01
Administrative and financial	B3	3.221	0.379		0.00
R2 = 0.650 adj.R2= 0.639 F(sig.) = 59.323 (0.00)					

Table compiled from SPSS outputs, as interpreted by the study's author.

The table above can tell us the following:

The significance of the regression model, where the value of (F) = 59.323, is significant at a confidence threshold of 0.01.



The significant influence demonstrated by e-management dimensions on the social dimension as one of the dimensions of administrative performance, with a t-value of = 2.728 for the technical and security dimension at a significance threshold of 0.00, a t-value of = 3.221 for the financial and administrative dimension at a significance threshold of 0.00, and a t-value of = 1.599 for the human resources dimension at a confidence threshold of 0.11. This suggests a significant impact of e-management dimensions on the social dimension as one of the dimensions of administrative performance.

The interpretation coefficient R2 reached 0.639, which indicates that e-management dimensions explain 63% of the variance in the social dimension as one of the dimensions of administrative performance. Factors excluded from the analysis of this study contribute to the remaining portion.

In view of the above, there is enough evidence that the hypothesis is accepted as the data reveals a substantial influence exerted by e-management dimensions on the social dimension as one of the dimensions of administrative performance at a significance level lower than 5%.

Sub-Hypothesis 2: The anticipation is for a significant and non-random difference to be observed fore-management on the organizational dimension.

Analytical regression procedures used to assess this hypothesis generated the following:

Table (6): Results obtained from analyzing the statistically significant effect demonstrated by e-management on the organizational dimension.

Dimensions of the independent variable	Symbol	Beta value	Dependent variable	T value	Sig
Fixed amount	B0		Organizational dimension	4.43	0.00
Human resources	B1	-.193-		-2.131-	0.04
Technical and security	B2	0.309		2.779	0.01
Administrative and financial	B3	0.702		6.426	0.00
R2 = 0.698 adj.R2= 0.689 F(sig.) =73.961 (0.00)					

Table compiled from SPSS outputs, as interpreted by the study's author.

The table above can tell us the following:

At a 0.01 confidence level, the regression model's F-value of 73.961 indicates its significance.

The significant influence of e-management dimensions on the organizational dimension as one of the dimensions of administrative performance, with a t-value of = 2.779 for the technical and security dimension at a significance threshold of 0.00, a t-value of = 6.426 for the financial and administrative dimension at a significance threshold of 0.00, and a t-value of = 2.131 for the human resources dimension at a confidence threshold of 0.04. This suggests a significant impact of e-management dimensions on the organizational dimension as one of the dimensions of administrative performance.

The interpretation coefficient R2 reached 0.68, which indicates that e-management dimensions explain 68% of the variance in the organizational dimension as one of the dimensions of administrative performance. Factors excluded from the analysis of this study contribute to the remaining portion.

Based on the above, analysis suggests the hypothesis is accepted as the data reveals a substantial influence exerted by e-management dimensions on the organizational dimension as one of the dimensions of administrative performance at a significance level lower than 5%.

Sub-Hypothesis 3: The anticipation is for a significant and non-random difference to be observed fore-management on the strategic dimension.

Analytical regression procedures used to assess this hypothesis generated the following:

Table (7): Results obtained from analyzing the statistically significant effect demonstrated by e-management on the strategic dimension.

Dimensions of the independent variable	Symbol	Beta value	Dependent variable	T value	Sig
Fixed amount	B0		Strategic dimension	4.336	0.00
Human resources	B1	-.080-		-.841-	0.40
Technical and security	B2	0.255		2.179	0.03
Administrative and financial	B3	0.652		5.674	0.00
R2 = 0.666 adj.R2= 0.656 F(sig.) = 63.941 (0.00)					

Table compiled from SPSS outputs, as interpreted by the study's author.

The table above can tell us the following:



With an F-value of 63.941, the regression model demonstrates significance at a 0.01 confidence level, indicating a highly reliable result.

The significant influence demonstrated by e-management dimensions on the strategic dimension as one of the dimensions of administrative performance, with a t-value of = 2.179 for the technical and security dimension at a significance threshold of 0.00, a t-value of = 5.674 for the financial and administrative dimension at a significance threshold of 0.00, and a t-value of = 0.841 for the human resources dimension at a confidence threshold of 0.04. This indicates a significant impact of e-management dimensions on the strategic dimension as one of the dimensions of administrative performance.

The interpretation coefficient R2 reached 0.65, which, which suggests that e-management dimensions explain 65% of the variance in the strategic dimension as one of the dimensions of administrative performance. Factors excluded from the analysis of this study contribute to the remaining portion.

In view of the above, analysis suggests the hypothesis is accepted as the data reveals a substantial influence exerted by e-management dimensions on the strategic dimension as one of the dimensions of administrative performance at a significance level lower than 5%.

Sub-Hypothesis 4: The anticipation is for a significant and non-random difference to be observed fore-management on the economic dimension.

Analytical regression procedures used to assess this hypothesis generated the following:

Table (8): Results obtained from analyzing the statistically significant effect demonstrated by e-management on the economic dimension.

Dimensions of the independent variable	Symbol	Beta value	Dependent variable	T value	Sig
Fixed amount	B0		Economic dimension	0.327	0.74
Human resources	B1	0.185		2.111	0.04
Technical and security	B2	0.43		3.999	0.00
Administrative and financial	B3	0.292		2.759	0.01
R2 = 0.717 adj.R2= 0.709 F(sig.) = 81.260 (0.00)					

Table compiled from SPSS outputs, as interpreted by the study's author.

The table above can tell us the following:

An F-value of 81.260 indicates that the regression model is significant at the 0.01 confidence level.

The significant influence demonstrated by e-management dimensions on the economic dimension as one of the dimensions of administrative performance, with a t-value of = 3.999 for the technical and security dimension at a significance threshold of 0.00, a t-value of = 2.759 for the financial and administrative dimension at a significance threshold of 0.00, and a t-value of = 0.327 for the human resources dimension at a confidence threshold of 0.74. This means the data reveals a substantial influence exerted by e-management dimensions on the economic dimension as one of the dimensions of administrative performance.

The interpretation coefficient R2 reached 0.709, which suggests that e-management dimensions explain 70% of the variance in the economic dimension as one of the dimensions of administrative performance. Factors excluded from the analysis of this study contribute to the remaining portion.

In view of the above, analysis suggests the hypothesis is accepted as the data reveals a substantial influence exerted by e-management dimensions on the economic dimension as one of the dimensions of administrative performance at a significance level lower than 5%.

Conclusions:

The application of techniques and tools for e-management contributes positively to enhancing efficiency and effectiveness in organizational processes. This is evident through the clear acceleration of procedures and tangible improvement in decision quality, enabling the organization to achieve its goals.

The use and application of e-management tools have a significant impact on social relationships and interactions within the organization, as they help improve communication between individuals and foster cooperation among them.

The optimal application of e-management techniques has a significant impact on the organizational structure and organization internally, by facilitating communication between departments and improving the distribution of roles and responsibilities. Ultimately, it makes the organization more flexible and adaptable to changes.

The organization's work on implementing e-management techniques will have a clear impact on long-term decision-making and strategic planning. This may be evident through increased capacity for data collection and analysis,



enhancing accuracy in future predictions, contributing to decision-making processes, and providing flexibility for the organization to adapt to the external environment.

The effective application of e-management tools and techniques is pivotal when it comes to boosting the organization's economic performance by contributing to reducing operational costs, enhancing resource management, and thereby increasing productivity.

RECOMMENDATIONS:

1. Expanding the adoption and use of e-management in all administrative processes within the organization.
2. Enhancing the infrastructure of technologies and technology within the organization.
3. Enhancing training and development for employees and work on adopting a continuous and effective performance evaluation and monitoring system.
4. Promoting a culture of innovation and speed in adapting to technological changes within and outside the organization.
5. Enhancing the application of e-management to contribute to reducing operational costs and increasing production, thereby improving economic performance.
6. Enhancing the use of technologies in data and information collection and analysis to facilitate decision-making processes and strategic planning accuracy.
7. Enhancing communication and collaboration between employees and departments to contribute to creating a more effective and integrated work environment.

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