



**Evaluates the quality of management  
practices among faculty members at  
Iraqi University College of Arts as a  
model.**

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يهدف هذا البحث إلى تعزيز جودة ممارسات التدريس في الجامعة العراقية (الآداب) وأعضاء هيئة التدريس. وهي مقسمة إلى أربعة مجالات: تخطيط المشاريع للمعلمين ، والتنفيذ للمعلمين ، وتقوية المتعلمين ، ومهارات الاتصال والاتصال ، حيث تتقدم كميات مختلفة من أعضاء هيئة التدريس في كلية الآداب في الجامعة العراقية. حيث أظهرت النتائج تحقيق مستوى الجودة لإجمالي عدد النجاحات ، وكان متوسط التقديرات لجميع المناطق (٤.٥٥) كنسبة مئوية (٩١٪). وأظهرت النتائج وجود فروق ذات دلالة إحصائية في مجالات التعميم (مهارات الاتصال ، ومهارات الاتصال ، والطلاب ، على متغيرات الجنس) لصالح الطالبات والمسار الأكاديمي لصالح الدكتوراه. أيضا ، كان هناك اختلاف في مجال التخطيط للمدير والأداة ، مثل العمى المتغير لأعضاء هيئة التدريس ذوي الخبرة العالية (١٠ سنوات أو أكثر). وبسبب نوع المتغير الكمي ظهرت فروق في مجالات تطبيق التدريس لصالح الأعضاء بكميات عامة.

#### Abstract:

This research aims to enhance the quality of teaching practices at the university Iraqi University and faculty members (Literature). Divided into four areas: project planning for teachers, implementation for teachers, strengthening learners, and communication and communication skills, as different quantities of faculty members apply in the Iraqi University College of Literature. Where the results showed achieving the quality level of the total number of passes, and the average estimates for all regions were (4.55) as a percentage (91%). The results showed statistically significant differences in the fields of generalization (students and communication skills and communication on gender variables) in favor of female students and the academic career in favor of the PhD. Also, there was a difference in the field of planning for the director and the tool, such as variable blindness for highly experienced faculty members (10 years or more). Because of the type of the quantitative variable, differences appeared in the fields of application of teaching for the benefit of members in general quantities. **Keywords:** performance enhancement, faculty members, teaching practices, learners.

#### Introduction :

University education is one of the human development centers in Kono Are specialized competencies in various areas of life, Attention to the issue of quality in generalization comes in the name of research priorities Both are in university education, with the focus on developing and developed countries Both in the study of educational quality aspects due to .The level of blindness drops suddenly and the quality requirements are met.In the meeting that organized the Arab Thought Forum in cooperation with the program United Nations Development Program on High Blindness in the Arab Countries.

#### The research sample:

The general complaint was about severe blindness and degradation.The level of education in the Arab world. The report also noted.Arab human development revolves around university education and teaching methods, Which organized sympathetically the regional office of Medov Arabia.United Nations Development Program in AMAF. To the lowest level in the index<sup>(1)</sup> The quality of teaching in most Arab universities is according to (60%)According to the standards of poor and appropriate teaching performance for faculty members Teaching is one of the main factors in the poor quality of higher education.<sup>(2)</sup>University teaching is a process of a complex nature that affected meWith a large number of factors, including those related to the university professor General setting, educational, personal characteristics and bonding with Students, including those related to the university student in terms of their characteristics Personality, and her thoughtful, predispositions, and aptitudes, including those related to the genie And academic plans and programs, in addition to the university's climate They are provided by the university administration and influence the perception of these factors overlapping Whether the quality of university teaching is positive or negative, as far as is available The quality requirements in all these years are no less than the quality of teaching.<sup>(3)</sup> A university teaching job is also considered any of the jobs they perform Universities are most active in preparing students for future life.The university achievement measure is based on the ownership of its faculty I am highly qualified so that I have all the conditions and capabilities, An appropriate academic atmosphere and various services contribute to the quality of the process Informatics to be able to meet the needs of comprehensive development And the requirements of the accelerated age. Nassar confirmed my blindness Blindness in general, and severe blindness in particular, are inevitable Basically, it has to come in an era of complexity and change And competition.<sup>(4)</sup>The University of IRAQY is one of the leading and emerging universities in Iraq. The study community is organized with all members of the general teaching

staff At the University of IRAQY during the second academic semester of the university year / V, and the number is (250) teachers And in all the quantities and table (1), it shows the distribution of individuals in a community The study is by degree, gender, and quantity.

**Table 1**  
**Distribution of the members of the study community according to scientific qualification, gender and quantity**

Category	Humanitarian	scientific	The ratio	Bachelor	M.A.	PhD	The ratio
Male	367	445	65%	222	253	337	65%
female	165	264	35%	163	151	115	%35
Total	532	709	100%	385	404	452	%100
The ratio	43%	57%	100%	31%	33%	36%	%100
Total	1241						%100

Source: From the researcher's work based on field study data

**Table 2**

**Distribution of sample individuals according to the variables of the study**

qualification	Quantity		To total	Type		Total	Experience			All
	Scientific	Humane		Male	female		big	Medium	Modest	
PhD	60	86	146	98	48	146	74	30	42	146
M.A.	62	36	98	66	32	98	22	22	54	98
Bachelor	4	12	16	6	10	16	0	6	10	16
of										
Total	126	134	260	170	90	260	96	58	106	260

Source: From the researcher's work based on field study data

The study tool is built and designed in order to collect the necessary data. To answer their questions, and thus defines the degree of practicing their skills. University teaching at the faculty the Iraqi University, College of Literature. My point of view? Identify whether it holds a degree of practice Teaching has chosen different views of faculty members Some of the variables: gender, academic qualification, experience Instructional quantity, or the quantity that belongs to me during my blindness response The study tool, and the researcher has followed the following steps in preparing a tool.(5)

The study:

Review of educational literature from books, reviews and related research -With the teaching skills and practices to be met by a member of the board(1), (20), (5), (16), (11), (4), (teaching, similar to 13) (21), (2), (3), (12), (9), (6).

- The researcher's recommendation, during the previous review, to a group of employees Expressions indicating teaching skills and practices, and in numerical terms (72) a phrase, formulated in an observable procedural wording).(6)

- Define quantitative appreciation levels for each exercise featured in the tool  
The study is as follows: A very large degree, which is given (5) degrees, a large degree(4) scores are given, an intermediate degree and (3) degrees are given a grade Qumaymeh is given (2) a degree, a very small degree, and (1) one is given.

Validation of the tool and stably:

Self-honesty:

The researcher calculated the self-reflection of the study tool while he was blind

The value of the instrument can be attributed to the calculation of the root

The quadratic of the stability parameter is the parameter of the invariance of the instrument equal to(0.91), so that the self-echo coefficient is equal to (0.95).

High sidewall. The table below shows the correlation coefficients For different instrument areas.(7)

Tool stability:

To verify the proof of the study tool, apply it on a sample

Survey of (30) faculty members from outside the study sample

The Cronbach alpha coefficient of the internal consistency of the instrument is calculated as k

And its four domains, which is used to compute persistence blindness when

The tool is structured in dimensions or areas where value is obtained

The coefficient k is free from the fields of the tool and also for the tool k

And the grandfather (3) explains thi.(8)

**Table 3**  
**Cronbach alpha reliability coefficients, and validity coefficients, for each**

sequence	the field	Factor of honesty	Alpha coefficient	The number of vertebrates
1	Planning for a teacher	.090	.09.0	12
2	Teaching and implementation	.090	.09.0	19
3	Evaluation and feedback	.0..	.00.0	11
4	Communication and communication with students	.0..	.00.0	12
	All	.090	.09..	54

**instrument area.**

The source is the researcher's work based on the field study. Table 3 illustrates all of Cronbach's individuals F (0,78) learns the parameter for quantum invariance (0,908) as well as a treatment Self-repulsion, and this is the hand of blindness, meaning with a source and constancy

High, and it is suitable for achieving the school's goals.

J. Study variable:

The study included the following variables:

The straight variables:

Teaching experience: at three levels (1 5 years, modest), -10 6 years, medium), (10 years and more, old) -)

Academic qualification: at three levels (Ph.D., MA,

- Gender: at two levels (males and females). Bachelor of (- Number: at two levels (scientific, humanitarian).(9)

The dependent variable: the degree of practicing teaching skills.

And the. Staple Tool Application:

The researcher distributed the study tool among the various scientific quantities

And statistics mv. Managers offices of quantities management, after verification

It is true and proven, as it distributed about (400) copies of MF1434 J), it was - / 7/12/6 / interrogation, in the period between (24) Data returned from me (260)

**G. Statistical Statistics:**

Bionica data entry (SPSS). And write the researcher The following health treatments: Stability calculation (Alpha Cronbach) and self-reporting transactions through the root account Quadratic of the invariance of invariance for interrogation paragraphs and ranges.

Place Street weighted arithmetic means and standard deviations And arrange the dust (pockets) And the areas of area according to these averages.(10) 3

Take a test)

And quantity.

A procedure for protecting the variance of the single metric variables in teaching.

5. Results and debates Results related to the answer to the first question: What are the estimates?

Evaluation of the quality of MIA university education

Teaching at the University of is Iraqi theoretical? .

To answer the first question, the arithmetic averages were calculated

Shaking and shaking oil My point of view is for each domain and for the total number of fields. To see the results, select.

80% (convergence viewing) Medium (4.00) and above, and the average level

4.0 (, low - 80% (average convergence view of 3 mph)

(Higher than 60%) average convergence (3 degrees above), and the researcher determined

80% viewership corresponds to (4.0) to someone who is accepted by a university, which is called The level of quality, and seriousness, Figure 4 (clarifies this).

Table No. -4-

The arithmetic averages and standard deviations of the faculty members 'assessment of the quality of university teaching skills from theoretical point of view for each field and for the total For domains.

standard deviation	Mediator	percentage	Arrangement	the field	The degree of quality
0.46062	<b>1- The first: planning skills for teaching.</b>	<b>4</b>	0.8896	4.4481	<b>High</b>
<b>0.46856</b>	<b>2- Teaching implementation</b>	<b>3</b>	<b>0.9007</b>	<b>4.5036. Skills</b>	
	<b>3- Student assessment skills.</b>	<b>2</b>	<b>0.9248</b>	4.624 0.44446	
	<b>4- Communication and</b>				
	<b>1</b>	<b>0.9248</b>	<b>4.624</b>	<b>0.44446 . Connection skills</b>	<b>High</b>
	<b>Total of the four aspects</b>		<b>0.91</b>	<b>4.55 0.385</b>	<b>High</b>

Source: From the researcher's work based on the results of the field study.

Table 4 (Average Rating Estimates) is shown in the schedule file.

Regarding the overall fields of teaching options at the university with members of the body

Teaching at Iraqy University is theoretical and described according to a standard

Average rating for each category is individual and silent Quality, where the average is (4.55) percent (91%)

The quality level is 4.448 and 4.504 respectively (92%, 92%, 90%, 4.624%), (4.624, 89%) These ratings

indicate the satisfaction of the university's faculty My performance level and various teaching skills are

covered high .Likewise, these results indicate that university faculty members design the level of quality,

and we are satisfied in all these areas, such as teaching skills, planning skills, student evaluation,

communication and communication skills, and speaking with a clear voice, they used clear language and

expressions, and they were always receptive to students, taking into account the gestures And facial

expressions during the lecture, he may maintain good relations with the students and stick to them with



notes and discussions, show fun and joy during the lecture, diversify the tone of voice, and use body language and movement during the lecture that satisfies the students' feelings, feelings, and nominal knowledge. Education at the Iraqi University for each field separately, as well as planning skills for teaching, through teaching implementation skills and strengthening skills, support and provide feedback, and communication and communication skills. The quality level was high, as it is consistent with the results of the pumice study. Those who reformed the college need some teaching aptitude. This can be explained by the following:

-1- The College of Arts assumes a great responsibility in selecting members of the committee. Teaching is done by setting accurate and high standards

Efficiency and distinguished experience in the fields of teaching, research, and community service.

2- The Iraqi University College of Arts pays great attention to the application of standards. The quality and performance of faculty members is monitored continuously

A- It strives to achieve an advanced level in achieving quality standards and obtaining academic accreditation in many countries.

B- Programmatically, which helps in developing and improving the performance of faculty members.

-3- The University of Iraqi provides faculty members with many programs, training courses and effective workshops to improve and develop the performance of faculty members in various quantities and specializations and in all fields, with a focus on developing and improving the various faculty skills by preparing a matrix of needs, training faculty members and updating these Matrix continued to ...

4- Some people may explain this distinction and refer all skills to the level and quality of competence, where self-evaluation may be appropriate. Therefore, the researcher recommends conducting a study based on bias and after objectivity to strengthen the quality of the teaching skills of the faculty. Teaching is done by students. As well as adopting performance strengthening, it is likely that the teaching staff will be the chief priest and dean of the quantity. The degree of objectivity in strengthening performance, self-dimensions and bias must be described. Presenting the detailed results by answering the second question and concluding the evaluation evaluations of the quality of teaching skills from the perspective of faculty members of both sexes ?:

To answer this question, arithmetic averages and standard deviations were calculated for evaluation measures of the quality of teaching skills for the different fields and dimensions of the study tool and for the college areas..

### Conclusion

1. Continue to hold relevant training courses and workshops

In terms of teaching methods, strategies and modern methods of piety

Spreading learners, communication and communication skills, and developing competencies

Faculty members at the university and my governorate

A high level of quality.

٢. Establishing a center for the development of teaching performance at the university

This center seeks to suggest and implement special policies

Comprehensive development of the university's faculty, including

At the same time, teaching and research skills have been developed in my country,

Measuring the effectiveness of university teaching and supervising its coordination and achievement

Training courses, workshops and other appropriate activities

Developing and following up the educational process.

٣. Blindness interest in modern technology and the provision of halls

By providing appropriate equipment and tools such as computers and projectors

Smart board and others.

٤- The researcher affirms the principle of self-censorship and godliness on the road

Strong to achieve university teaching quality and overall quality

University faculty.

٥. Continuing the process of enhancing the performance of faculty members

From the viewpoint of the high priest's disciples,

With a clear mechanism for utilizing treatment outcomes to develop

Teaching performance The researcher recommends the use of teaching skills

Contained in the study tool as standards in this area.

٦. The researcher recommends conducting more studies in the fields of quality

Undergraduate teaching at the University of South Africa in Guanbu, with Pay attention to opinions of students and faculty separately whether.

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