

Helping behavior of University Employees

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Abstract

The current research aims to identify the helping of university employees registered in the significant differences of Karbala University / Administrative behavior, and the statistically significant differences in the helping behavior in the gender variable (male, female) and job type (owner, contract). The study sample consisted of (400) An employee, for the academic year (2021-2022), and to the objectives of the research, the researchers pursued the descriptive approach and built a scale of helping behavior for university employees, consisting of (30) | A paragraph based on the theory (1991, Batson), and the standard characteristics of the scale were confirmed after it was presented to a group of experts. Then the researchers analyzed the data through the use of the Statistical Portfolio for Social Sciences, Spss. The results showed that university employees enjoy the behavior of assistance to the needy, as shown The study found that there were no statistically significant differences according to the gender variable (male, female) as well as the type of job (owner, contract).

Keywords: Helping behavior, university employees.

Introduction

Helping Behavior, Social interaction in any society is affected by the psychological, social and political conditions it is exposed to. Whenever an atmosphere of friendliness, sympathy and positive mood prevails in the society, the relations between its members are positive (Al-Asmy, 2015: 83). And the low level of helping behavior among individuals may lead to many problems, including the emergence of negative responses in the face of stressful life events, making a person more vulnerable to psychological injury, such as low self-esteem and extreme shyness (Ali, 2005: 16).

This is because attention to material aspects has become more than attention to moral aspects, individual selfishness has increased, and social indifference has spread in many social circles, and our daily life has become full of many situations in which others need help and some refrain from providing it for one reason or another (Jaber, 2004: 4).

Hence, the research problem arises in answering the following questions:

Do university employees have a good helping behavior? ?

- Are there statistically significant differences in helping behavior according to the gender variable (male, female) and job type (owner, contract)?

research importance

Practical importance:

The importance of this study is evident in the following aspects:

- The possibility of investing the results of the study in developing the work and performance of employees at the University of Karbala

- Presenting a number of future proposals, which are the starting point for researchers interested in the field of positive behavior to conduct a number of studies in Iraqi universities.

Theoretical significance:

Promoting positive behaviors, which have become one of the topics that must be focused on in the current situation in educational institutions, including helping others in particular.

Presenting a critical cognitive presentation and analysis that contributes to knowledge enrichment in the field of positive behavior and by discussing the recent contributions of researchers in the field of (helping behavior)

Research aims

The current research aims to identify:

- Helping behavior of university employees.
- The significance of the differences in the helping behavior of university employees according to the variables of gender (male - female) and job type (owner - contract).

Research limits

The current research is limited to Karbala University employees by job type (owner - contract) and for both sexes (male - female) for the year 2022.

Define terms

First, the behavior of assistance

Defined by (D.Batson, 1991)

It is a form of positive social behavior that arises as a result of multiple factors, including the personal factors of the helper, represented by three factors: altruism, reward, and avoidance of punishment 1991:5, D.Batson).

The researchers relied on the definition of D. Batson, 1991) as a theoretical definition of the study.

As for the procedural definition of helping behavior: it is the total score that the respondent obtains when answering the helping behavior scale.

Second: University employees

The researchers defined them as individuals who possess the necessary organization and the necessary experience in a specific scope, and in the practice of independent professional management. Often these people are responsible for the operation, management and implementation of the procedures established by the university and the implementation of policies that support the mission and vision of the university and the achievement of its objectives.

A theoretical framework for the study

Helping behavior is one of the axes of positive psychology, which brings many benefits to individuals and society, through the happiness that those who perform the helping behavior feel with their own satisfaction, as well as building positive social bonds for all individuals with each other. Positive behaviors, including assistance, have been associated with The social values that society is keen on, which made this behavior a societal norm and a moral duty in all cultures, and it can be said that the interest of psychologists in the behavior of helping others began since the seventies of the last century and this interest increased by studying it in the nineties in conjunction with the emergence of positive psychology at the hands of the scientist

Seligman Seligman) as one of his interlocutors and began to consider him as a key to positive interactions between individuals and groups (225: 1995, Carlo) (Peterson, 2009:

One of the most prominent models that explained the behavior of assistance

Daniel Batson's Model of Help 1991

Batson's interests stem from a fundamental question about the topic: are our efforts to help others motivated by altruism, or is our ultimate goal always some form of self-interest that expresses an inherently selfish motive? It is a question that is at the center of the previous debate and is still in the dichotomy of selfishness-altruism in its historical and philosophical context.

Batson defined the behavior of helping society, or the intent to benefit others, as social behavior that "constrains others or society in general", such as helping, sharing, donating, cooperation, and volunteering. Adhering to rules and complying with socially acceptable behaviors such as stopping at a stop sign and paying groceries may be considered positive behavior that is motivated by empathy or empathy and concern for the well-being and rights of others, or by selfish or practical concerns, such as a person's social standing or reputation, or hope for Reciprocity, whether directly or indirectly, or adherence to a person's perception of fairness, empathy is one of the most important motives for stimulating helping behavior and has deep evolutionary roots. Helping behavior encourages positive and beneficial qualities for children and society, as it helps in a number of beneficial functions, improving the productivity of any team and its organizational level. Psychologists use theories such as kinship selection and universal fit as explanations for prosocial behaviors across generations, and emotional arousal is an important additional driver of helping behavior in general by examining Batson's model of empathy-altruism for the emotional and motivational components of community helping behavior. Feeling sympathy towards the needy increases the possibility of providing assistance, and it is called sympathetic attention, as the person feels feelings of tenderness, compassion and sympathy towards people in need of help, so he helps them immediately. (Batson, 1991: p 277)

The researchers adopted a model (D.Batson, 1991) for the following reasons:

The motives that motivate the individual to provide assistance in this model (altruism, reward seeking, avoidance of punishment) are considered more realistic when compared to the motives indicated by other theories.

This model is considered one of the modern models when compared to other theories that explain the behavior of helpers.

The scarcity of psychological studies that relied on the Batson model, and there is only one study to the researcher 's knowledge.

Research Methodology and Procedures

The current research adopted the descriptive (relational) approach as its approach, which means describing what is an object and includes a description of the current phenomenon, its composition, processes and the prevailing conditions. The descriptive approach includes collecting, classifying, analyzing, measuring and interpreting information and data. It is an accurate, organized and analytical method for the phenomenon or problem to be researched

through a methodology in an objective and honest manner in order to achieve the objectives of the research (Al-Jubouri, 2012: 178-179).

The research sample

The sample is a part of the community members whose phenomenon is studied through the degrees or data of this sample. We are able to generalize the results to the total community (Al-Jalilawi, 2022). The current research sample consists of (400) employees who were randomly selected from the original population of (2496). Employee, if the percentage of the final application sample to the research community is (28.04%), and it must be noted here that there are no codified rules for determining the sample size to an acceptable degree, then each situation has its own case. (Saeed, 1990: 125) and table (1) shows Distribution of the research sample.

Table (1)
The research sample is distributed according to (gender, job type)

Type of the job	male	percentage	female	percentage	Total	percentage
Angel	130	%60.46	105	%56.76	235	%58.75
a necklace	85	%39.54	80	%43.24	165	%41.25
Total	215	%53.75	185	%46.25	400	%100

Research Tool: Helping Behavior Scale

The scale consisted of (30) items distributed over three domains, (10) items for the altruistic motive domain, (10) items for the reward-seeking motive domain, and (10) items for the punishment avoidance motive domain. Always) and (applies to me often) and (applies to me sometimes) (applies to me rarely) and (does not apply to me), each paragraph was given scales ranging from (5-1) a score for the positive paragraph, and the negative paragraph is corrected Ha, vice versa (1-5), this was the negative paragraphs represented in paragraphs (10) and (19), while the rest of the paragraphs are positive.

Psychometric properties of the scale

First: Validity: The discriminatory honesty coefficient was extracted by the method of the two end groups of the scale, and the results were as in Table (2).

Table (2)
For □ the Helping Behavior Scale items

Paragraph sequence	senior group		lower group		Calculated T-value	Paragraph sequence	senior group		lower group		Calculated T-value
	SMA	standard deviation	SMA	standard deviation			SMA	standard deviation	SMA	standard deviation	
1	5.1	0.97	2.14	1.172	5.910	16	2.96	1.742	1.91	1.272	3.684
2	4.81	0.661	4.11	1.012	4.482	17	4.96	0.186	4.05	1.329	5.134
3	4.35	0.13	2.93	1.193	7.431	18	3.13	1.674	1.89	1.220	4.470
4	4.77	0.01	3.2	1.120	5.830	19	3.98	1.609	3.89	1.423	0.308

5	4.86	41	19	990	4.644	20	4.84	0.441	3.84	1.031	6.793
6	4.74	0.518	3	946	48	21	4.79	0.491	3.75	1.123	6.379
7	4.95	0.225	2	106	554	22	4.79	0.559	4.00	1.069	4.941
8	3.16	1.424	1.95	87	930	23	4.81	0.480	3.72	0.996	7.431
9	4.40	0.884	3.25	38	966	24	4.47	0.782	2.95	1.216	7.970
10	2.00	1.150	2.07	1.178	- 0.321	25	4.79	0.453	3.47	1.167	7.938
11	3.30	1.535	2.14	1.187	4.505	26	4.86	0.398	3.30	1.180	9.468
12	4.95	0.225	3.89	1.359	5.770	27	4.60	0.678	3.00	1.296	8.243
13	3.32	1.404	1.91	1.169	5.800	28	4.88	0.331	4.16	1.049	4.938
14	3.60	412	2.18	1.227	5.735	29	4.88	0.426	3.70	1.336	6.329
15th	2.00	1.439	1.66	1.032	1.437	30	4.98	0.132	3.74	1.094	8,531

Secondly, the stability of the scale

Stability is one of the most important conditions that must be met in good tests and standards, and Anastasia 1982 defined it as consistency in the scores obtained from the same individuals by applying the same test more than once (Al-Tawari, 1997: 171). Stability is concerned with the consistency of what we measure, and the measurement tool may be stable and not honest, and it cannot be true unless it is fixed first (Abu Allam, 2011: 484).

Retest method: The researchers used the method of re-testing on a sample of (60) wounded, then the researchers re-applied the scale to the individuals themselves after a period of time of (15) days had passed since the first application and after correcting the answers given in the first and second applications, a coefficient was used. Pearson's correlation to find the correlation coefficient between the results of the first and second applications, as the stability value in this way was (0.756), which is a high stability coefficient

Alpha-Cronbach coefficient: For the purpose of determining the extent of the scale's stability, the researchers used another indicator, which is (Fakronbach's equation). All items measure a general variable, and in order to extract stability in this way, the previously mentioned stability sample (60) was used, as the reliability coefficient of the scale as a whole was (0.816), which is a good coefficient indicating the homogeneity of the scale..

Finalized description of the Helping Behavior Scale

After the researchers carried out a series of procedures, namely building a scale of assistance behavior and presenting it to a group of arbitrators, modifying some positions, extracting the psychometric characteristics and extracting the discriminatory power of these paragraphs, it became in its final form of (27) paragraphs. The researchers applied the scale in its final form to the research sample in presence.

Presentation and interpretation of results

This chapter includes a presentation of the research results reached by the researchers according to the sequence of objectives in the first chapter, and after conducting statistical analyzes of the data obtained after applying the research tool to the members of the current research sample, the researchers then interpreted and discussed them in the light of literature and previous studies It also includes presenting a number of recommendations and proposals.

First: Presentation and interpretation of the results:

The first objective: To identify the helping behavior of university employees.

The current study showed the following:

That the members of the study sample enjoy the behavior of assistance according to the current scale of the research, this can be explained, according to the nature of the vital, moral, humanitarian and professional role entrusted to university employees in providing assistance to each other or to the auditors and what their culture of religious roots and the prevailing local community traditions imposes on them of affirmation and encouragement On helping others.

If Batson sees that religious culture develops feelings of mutual trust, the feeling of the other human being and his emotional participation, and that the employee's watching of a female colleague in the workplace who is in a low health or social condition and the accompanying pain and suffering makes the employee in a state of sympathy with the needy help or what (Batson) calls it in his theory of sympathetic assistance (sympathetic attention) or (sympathetic anxiety), as the person in it feels feelings of tenderness, mercy and sympathy towards people in need of help, which makes the employee in a state of distress and tension, so he helps them immediately (Batson, 1991:277).

The second objective: to identify the significance of the differences in the helping behavior of university employees according to the variables of gender (male - female) and the type of job (owner - contract).

The study showed the following:

There are no statistically significant differences in the behavior of assistance according to the gender variable (male - female) as well as the job type variable (owner, contract). The results showed that the value of the sex variable reached (0.013), which is less than the tabular value of (3.865), which indicates that There are no statistically significant differences according to the gender variable in providing assistance. The researcher explains this result to the fact that the cultural nature in the community, which in turn is reflected in the workplace (university), is the same between males and females, which pushes employees of both sexes to provide assistance, even at the expense of Their own interest is free of charge, and that employees of both sexes need to be rewarded because of the responsibility placed upon them and they have the same means to seek it. Also, the prevailing values do not differ in terms of their impact on both sexes, which makes them more committed to work in order to avoid punishment. Also, the value of the variable of the job type amounted to (1.344), which is smaller than the tabular value (3.865) The researcher explains this result that the laws imposed on employees within the university do not differ in terms of their being (owners - contract), because the unjust laws, marginalization and exclusion of one party over the other is reflected in the provision of assistance behavior, as the scientist states Batson in his theory that social marginalization reduces the possibility of providing Helping behavior and that the "marginalized" are less cooperative in helping behavior when something bad happens (Batson, 1991:62)

Second: conclusions

In light of the results of the study, the researchers concluded the following:

1. The sample members have a helpful behavior to help those in need of help during the results of the first goal.

2. There are no statistically significant differences in helping behavior according to the variables of gender (male, female) and job type (owner, contract).

Third: Recommendations

In light of the research results, the researchers put the following recommendations:

1. Establishing continuous educational courses for workers in educational institutions, in which the importance of the behavior of assistance is ascertained, in order for these individuals from their work sites to motivate and encourage the need to provide assistance to those who need it.
2. Contribute to drawing a positive image of employees based on appreciation and mutual respect with others.
3. The necessity of investing in religious values, customs, traditions and social norms.
4. In a manner that creates behaviors that help and reduce the suffering of others.

Fourth: Suggestions

To complement and develop the current research, the researchers suggest:

1. Conducting studies of the relationship between helping behavior and other variables such as moral thinking, social intelligence, self-awareness, and self-confidence.
2. The difference in helping behavior among university employees according to the two hemispheres of the brain.

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