

## Total Quality Management Applications in the Process of Qualifying and Training Physical Education Teachers

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### Abstract

The importance of the research here comes as an initial initiative that may represent in its results a basis for comparison between everything new and modern in the world of training and qualification and traditional methods in training operations, through knowing what is the possibility of applying the principles of total quality management in training and through the opinions and viewpoints of those in charge of the training process ,from administrators and trainers in the education directorates in different regions of Iraq .as they are the closest to the existing reality

It is also worth noting that most researchers who have addressed the topic of total quality management and its applications have greatly enriched their research with the concept of total quality, but their studies and research that they conducted did not ,address the relationship of the training process to the concept of total quality management especially with regard to training various teaching cadres and the specialization of physical education in particular. Accordingly, the researcher did not find (according to his knowledge) any studies that addressed this topic, which represents great importance in the success of the work of the educational institution. The problem of the research lies in the clear delay in the level of the process of qualifying and training physical education teachers through the qualifying courses held by the Educational Preparation and Training Department in the Ministry of Education and the importance of applying the comprehensive quality strategy and trying to employ it in the aforementioned training and qualification processes. The research aims to identify the degree of importance of applying the comprehensive quality management strategy in the process of training and qualifying physical education teachers . The research is limited to the directors and

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,directorates of preparation and training and the governorates of central and southern Iraq as well as a section of specialized professors and specialized supervisors who represent the training cadres accredited by these directorates and the governorates themselves and for the academic year (2023/2024). The research community consists of (9) directors of preparation and training in the Ministry of Education in the governorates of central and southern Iraq and (14) professors and specialists in the field of physical education and training programs, so that the research community became composed of (23) of the aforementioned categories . After that , the researcher designed the scale in a manner that is compatible with the research sample and used the scientific foundations and appropriate statistical methods that produced the scale in its final form with (27) paragraphs. The scale was applied to the research sample and the most important results of the study were: By coming up with a number of results, the most important of which was the application of modern training and educational techniques in teaching physical education, as well as the great support in various fields for trainees and trainers. The researcher also came up with a set of recommendations and proposals, the most important of which was the necessity of selecting competent and unique elements who have the ability and knowledge in modern teaching techniques according to the perspective of comprehensive quality as leaders. An administrative body based on the training process, as well as establishing and activating departments for comprehensive quality management in all training centers for training teachers and for various specializations within the Ministry of Education.

**Keywords:** Total Quality Management, Training

## Introduction

The success and distinction of any organization is through the development and success of its working cadres by training and qualifying them in a necessary manner. This process is essential in development, and since total quality management is one of the modern and contemporary strategies that has been applied in most production and educational organizations and has achieved positive results at various levels, one of the previous studies that addressed the research topic is Hijan" presented a study entitled "A" (112 صفحة، 2015، عبد الرحمن، هيجان)the study of Scientific Approach to Applying Quality Management Concepts". His study aimed to present the concept of Total Quality Management as one of the concepts that aim to improve the performance of organizations by paying attention to quality elements. In his study, he relied on the office method in collecting data in addition to using the method of comparison and descriptive analysis to achieve the study objectives. The researcher came :up with recommendations, including

Providing conviction to senior management regarding the importance of .1 comprehensive quality in any institution seeking to adopt it in its technical and administrative . work

Providing material and moral incentives to encourage individuals implementing 2 .quality improvement programs

Training managers and members of the administrative or educational institution to .apply the concepts of total quality management

(المهيتي، صلاح الدين والمعشر زياد، 2017، صفحة 78) There is also a study that addressed the research topic. The study addressed the analysis of the relationship between the total quality management system and human resources fields and its impact on performance. The study .was applied to (14) organizations that adopt the total quality system in their work in Jordan The study presented, within its theoretical framework, a presentation of the concept of human resources management as a major part of the principles of total quality management. The study concluded that there are correlational relationships between the elements of total quality management and human resources fields (selection, training, compensation, evaluation). The researcher concluded that it is necessary to achieve high levels in the process of integrating individuals into total quality programs by opening channels of participation for everyone and This (البرواري، 2018، صفحة 80) not focusing on specific individuals, in addition to studying study refers to the problem of the knowledge and scientific gap in adopting the possibility of applying the philosophy of total quality management. The study aimed to present proposals for a future vision in the possibility of applying the total quality management system in the Iraqi environment. The study included three main axes. The first presented the concept of quality and its historical development, while the second dealt with the philosophy of total quality management as a general framework. The latter included important proposals for the future vision, the most important of which is the need to reconsider the incentive system according to the requirements, circumstances and systems of each institution. The importance of the research is highlighted through the application of the management of total quality strategy (Abdulhussein & Adnan, 2024) Since training and continuous improvement are one . of the basic criteria for the total quality management system and its applications and are considered one of the most important pillars of this diversity of technology, it was necessary to give great importance to the possibility of harnessing the criteria of this strategy in the training process. The (Easa et al., 2022) (البكري، 2019، صفحة 116) aimed to identify the extent of (2016، صالح) study the application of comprehensive quality standards in educational training from the point of view of training supervisors. The study sample consisted of (60) individuals who were subjected to a questionnaire on the extent of the application of comprehensive quality .standards in educational training (Kadhim, 2023a) The study reached the most important results, which are that comprehensive quality standards can be applied to a high degree in educational training. The reality of applying comprehensive quality principles in educational training indicates that comprehensive quality principles in general are applied and practiced weakly in educational training, and that educational training supervisors face moderate

,problems when applying comprehensive quality principles in educational training. Finally the study(Kadhim, 2023b) aimed to identify the possibility of applying(2017، الملوح، يوسف) quality in general education and determining the foundations of comprehensive quality, its goals, requirements, and benefits, and supporting the Saudi education system with the development of the educational aspect. The descriptive approach was used in this study, and one of its most important results was updating educational work and applying comprehensive .quality in all elements of the educational process

### Method and tools

The research community was determined intentionally, as the research community consists of (9) directors of preparation and training in the Ministry of Education in the governorates of central and southern Iraq and (14) professors and specialists in the field of physical education and training programs, so that the research community became composed ,of (23) of the aforementioned categories . Since the research community is relatively small the sample must be representative of the largest possible part of the research community. The research sample consisted of (20 individuals), and thus the sample represents the community at a rate of (88%), and thus it is acceptable and sufficient for the size of the research ,community(Abdulkareem et al., 2024).as it consists of dozens of individuals (Brog, 2016) The researcher used the questionnaire as a tool to collect data on the degree of importance of employing comprehensive quality standards in the programs and training . courses held in the preparation and training directorates and for the various specializations that to set an idea Measurement from first Steps Because it is Help intended Scale translation Ideas Home that He depends On it in practical(HalahAtiyah et al., 2024) (عودة،) Construction after that He did researcher Specifically an idea Scale It was completed to set the goal(2015 from Scale The purpose Required from behind Build it And he is Find A means Scientific To get to know on The degree of importance of implementing the total quality management . strategy

### The tool was built by the researcher by following the following

Directing an open question to a number of male and female directors in the preparation and training directorates and a section of those concerned with training teaching staff in the field of physical education and those concerned with various training fields about the paragraphs that they believe are related to the training process according to the concept of .comprehensive quality

Reviewing a set of studies and research related to the topic of training and the .foundations of preparing training programs

Reviewing studies and sources that have researched the topic of total quality .management, its requirements and elements

Through the researcher's modest experience in his field of work as a teacher in the field of physical education and as a researcher on the subject of total quality and training programs within the framework of the philosophy of total quality

Through the above, the researcher was able to obtain (36) paragraphs, from which the tool was formed in its final form. Three levels were placed in front of each of these paragraphs in terms of its necessity and degree (high, medium, weak) and with corresponding weights in the form of (1,2,3) respectively. The validity of the tool that was used was found, as validity refers to the degree to which the scale should be able to measure the phenomenon or characteristic for which it was developed (Kadhim, M. J., Shihab, G. M., & Zaqair, 2021), and the validity of the tool represents one of the necessary means in judging its suitability and the validity of the tool refers to its ability to measure what it was (Hammood et al., 2024) and after completion Scale (الظاهري، 2018، صفحة 93). originally developed to measure And before susceptible on sample, It was completed Apply it on number from Individuals community Search And the adult Their number is ( 3 ) individuals. And that To get to know on bezel clarity Paragraphs And clarification any paragraph not Understood Definition some Terminology Incoming in Scale And get to know on directions The answer And the mechanism to choose Alternatives The closest to reality or that He wants The Respondent her choice in order to Represent strategy a job Suggested for him in the future And get to know on Difficulties that may facing Sample And efficiency a team the job assistant Appendix.

In order to determine the validity of the tool, apparent validity was used by presenting the tool to a group of specialists in the field of physical education, psychology, and educational administration, a group of experts in total quality management, and a group of training staff who were asked to express their opinion and advice on the validity of the questionnaire paragraphs or not

,In light of the opinions and observations provided by the arbitrators regarding deleting, amending, replacing and adding some paragraphs, after their number was (36) paragraphs paragraphs remained, representing the tool in its final form as Appendix No. ( 2 ), where (27) the paragraphs were excluded for which the calculated (Chi 2 ) value was less than the tabular (Chi 2 ) value of (3.86) at a significance level of (0.05) and a degree of freedom of (1), as shown in Table

#### Table (1)

It shows the experts' opinions, the calculated and tabulated Chi -square value of their answers, and the percentage of agreement or disagreement with the paragraphs

Paragraphs	Agree		Disagree ments		Ka 2 Calc ulated	Ka 2 Ta bular	Signi ficance Mora le
	nu mber	%	nu mber	%			
36,35,34,32,31, ,30,29,28,27,26  25,24,23,22,21, ,20,19,18,17,16  13,11,10,9,8,6,5 4,3,1,	8	100	-	-	8	3.84	Function
2,7,12,14,15,33	6	75	2	25	2		Not significant

Presentation and discussion of results

To answer the research objective related to identifying the degree of importance of applying the Total Quality Management strategy in the training process for teaching staff in physical education, the weighted averages and percentage weights of the paragraphs were extracted in terms of the degree of importance of applying Total Quality Management in the training process, which was answered by the research sample members. Accordingly, the paragraphs were arranged in descending order as shown in .Table (2)

Table (2) Paragraphs arranged in descending order of necessity and importance

Sequence	Sequence in the tool	weighted mean	Weight Percentage
1	5	3	96.7
2	10	2.9	93.5
3	14	2.9	93.5
4	17	2.8	90.3
5	1	2.8	90.3
6	19	2.7	87.00
7	21	2.7	87.00
8	31	2.7	87.00
9	18	2.6	83.8
10	29	2.6	83.8
11	24	2.6	83.8
12	9	2.5	80.6
13	3	2.5	80.6
14	28	2.5	80.6
15	30	2.5	80.6
16	20	2.4	77.4
17	26	2.4	77.4
18	25	2.4	77.4
19	8	2.4	77.4
20	7	2.3	73.5
21	6	2.2	70.9

22	2	2.2	70.9
23	23	2.1	67.7
24	4	1.9	61.2
25	15	1.8	58
26	16	1.7	56.4
27	27	1.5	48.3
Overall average		2.4	78.3

The overall average of the paragraphs was a weighted average of (2.4) and a percentage weight of (78.3), which is above the cut-off threshold and at a good level. This indicates the necessity of employing and applying the principles and standards of total quality management in the process of training teaching staff, which is an answer to the main research objective, in addition to reviewing the concept previously mentioned by the research sample (Ahmed Amer Abdul Hussein, 2020) which was clear in their answers in terms of the desire and urgent need to apply such modern and contemporary administrative philosophies in the training process

The results also indicate, through the aforementioned table, that the paragraph that ranked first in terms of necessity and importance is paragraph (5), which states (preparing the appropriate and acceptable climate for understanding the culture of total quality among workers and trainees), with a weighted average of (3.00) and a percentage weight of (96.7). This is attributed to the importance of supporting and enhancing the understanding and awareness of the importance of the culture of total quality among trainees, as it contributes to enhancing and motivating these people to gain teaching and administrative experience within the framework of the culture of total quality (harris.amrik, 2017).

In the second place in terms of the most important paragraphs, paragraph (10) came, which states (providing competent professors and lecturers in the field of total quality and training methods on it), and its weighted average was (2.9) with a percentage weight of (93.5), which shows us that providing professors and lecturers specialized in the field of total quality and capable of employing the principles and standards of total quality in the training programs provided to the teaching staff that they train, given that training based on total quality can only be done through trainers, administrators, and educators who understand and have a high level of knowledge and awareness of the methods and systems of total quality management



It is clear from the same table that the least important paragraphs in terms of their necessity in the training process from the perspective of total quality management were paragraphs (16) and (27) respectively, with weighted averages (1.7) and (1.5) and percentage weights (56.4) and (48.3) respectively, which stipulated: (Providing means of transportation for trainees and workers during the training course period) and the other Providing a clear and accurate database containing complete information about trainees) .(and training processes

This result can be explained by the lack of awareness of the culture of quality of the training process and its professional return among trainees, as they tend to care more about comforts such as transportation and others than about the benefit expected from these courses, as well as the lack of a solid and accurate database about the training process and its degree of quality in accredited training centers, i.e. the lack of academic and practical scientific aspects that would achieve comprehensive quality standards in This is due to the current circumstances that the country(حمود، 2017) .training processes .is going through in general

## Conclusions

Through the results extracted from the current research, the researcher was able to :come up with a set of conclusions, which are

Training and training processes are in dire need of absorbing everything that is new and important to advance the benefit derived from them, such as applying the concept .of total quality management

The material aspects, support and moral guidance of the teaching staff (trainees) and those in charge of these training operations have a great and important impact on the .success of implementing this modern philosophy

Despite the many studies in the fields of training and total quality, we clearly see .a great weakness and deficiency in integrating these two concepts

The presence of leaders with a high degree of responsibility and awareness of the concept of comprehensive quality has a direct positive impact on the success of .implementing this method in training teaching and educational cadres and others

Despite the answers of the research sample members and their desire to apply and adopt this concept, some of them do not have sufficient knowledge and information about .the philosophy of total quality

**Recommendations:**

Seeking to spread the culture of comprehensive quality among the administrative leaders responsible for the training centers, who are responsible for preparing the training programs and their operations

Trying to employ the principles and standards of total quality management in all training programs approved for training teaching and educational cadres and others for various specializations

The necessity of reviewing in detail the approved global models in training by sending training leaders to training courses and programs outside Iraq

It is necessary to select administrative leaders for the training process who have experience, professionalism and knowledge of all modern developments used in operations as a tool for comprehensive quality

Seeking to involve administrative and technical leaders in charge of educational training centers in development and qualification courses outside the country to learn about modern concepts in training, including the concept of comprehensive quality

Establishing a special department for comprehensive quality management in the Directorates of Preparation and Training in the Ministry of Education, like other departments concerned with the training process.

*Appendix (1) Support staff*

T	the name	Job	Workplace
1	Ali Ibrahim Mohammed	student	PhD Student / University of Technology Computer Engineering /
2	Osama Ali Hussein	student	Master's Student / College of Physical Education and Sports Sciences / University of Basra
3	Mohammed Hussein Alawi	employee	Ministry of Higher Education and Scientific Research / Basra

4	M.M. Namir Mohammed	Teaching	PhD / Ministry of Education
6	Mohammed Ali Khalaf	student	/ PhD Student / University of Anbar College of Physical Education and Sports Sciences
7	Wajdan Salman	Teaching	Master / Physical Education and Sports Science  University of Maysan

Appendix ( 2 ) Search tool (scale)

T	Paragraphs	Degree of importance		
		High	Middle	weak
1	Diversifying the training methods used according to the needs of the trainees in order to achieve quality			
2	Focus on the continuous development and improvement of comprehensive quality standards in the training process			
3	Providing administrative and educational leaders who have sufficient awareness of the concept of comprehensive quality in managing the training process			
4	Adopting modern and advanced training programs that are in line with the philosophy and thought of total quality			
5	Creating an appropriate and acceptable climate for understanding and accepting the culture of total quality among employees and trainees			

6	Drawing up the objectives, vision and mission of the training programs provided according to the concept of total quality management			
7	Determine the training requirements for the training staff and include them in the training program preparation plans			
8	Involving training cadres and those concerned with quality management in intensive courses in the field of total quality management			
9	Motivating trainees to write research and studies while participating in training courses			
10	Providing competent professors and lecturers in the field of total quality and training methods			
11	Preparing and equipping leadership and administrative cadres for training in various educational and scientific specializations in order to achieve quality in the training process			
12	Coordination to establish international communications and agreements to hold training courses for advanced cadres in accordance with recent developments in comprehensive quality management systems			
13	Providing appropriate training halls and equipment in an effort to achieve quality training			
14	Lecturers are selected based on the certificates of scientific specialization appropriate for the trainees, and their experience in order to achieve high quality in the field of teaching			
15	Establishing the principle of strategic planning for the entire training process so that it is consistent with the concept of total quality management			

16	Adopting advanced scientific methods in the teaching process in an effort to achieve comprehensive .quality for employees and trainees			
17	Emphasis on achieving quality outputs for trainees .from the achieved training programmes			
18	Activating the role of educational and professional media for the importance of training according to the .perspective of comprehensive quality			
19	Do not delay the financial dues of lecturers and .trainees			
20	Providing modern and advanced laboratories and .educational tools for training to achieve high quality			
21	Diagnosing and discussing training problems through the results of research and studies prepared by .trainees			
22	Relying on various feedback methods to ensure the .quality of training outcomes			
23	Approving a special card for the trainee to update formation, conditions and specifications for nomination training courses according to the comprehensive quality .management methodology			
24	Issuing a booklet that deals with training programs within the framework of the culture of comprehensive .quality, their objectives and dates			
25	Providing a library containing modern sources that provide information to trainees during training courses			
26	Providing transportation for trainees and employees .during the training course			
27	Providing a clear and accurate database containing mplete information about trainees and training processes			

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