



Journal of Population Therapeutics & Clinical Pharmacology

Original Article

DOI: 10.47750/jptcp.2022.947

The reality of organizational health in the Central Iraqi Football Federation from the point of view of those who manage the implementation of the annual curriculum

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Submitted: 19 May 2022. Accepted: 9 June 2022. Published: 19 November 2022.

ABSTRACT

The aim of this research is to identify the strengths and weaknesses of organizational health in the Iraqi Central Handball Federation from the point of view of those who manage the implementation of the annual curriculum, and adopt a descriptive approach in the method of studying the case. This is based on a sample of administrators of the Iraqi Handball Federation curriculum [trainers, governors, members, president, the 138 members of the Central Federation's Administrative Authority, the President, members of the sub-federations of the sports market (2021/2022) selected deliberately by 100% and then divided into statistical analysis sample (30), reconnaissance sample (10), and application sample (98)]. The regulatory health questionnaire in its Italian version was prepared to suit the specificity of the research and the type of sample it was assigned in accordance with systematic sequential steps for its acceptance of the main measurement cad actor in this research. This was then applied to address the problem researched, and its data were processed by the system (SPSS) to make conclusions and applications that help regulatory health in support of the efforts of the Central Handball Federation to implement the annual curriculum from the point of view of those who manage its implementation, and help activate the role of sponsors to manage the implementation of the annual curriculum in the Central Handball Federation effectively, and was then applied to address the research problem. It has complementary factors that need to be available at a high level in the Central Handball Federation to help manage the implementation of the annual curriculum in full, and its specificity in managing the implementation of the annual curriculum in the Central Handball Federation requires comprehensiveness and the need for its elements to achieve a high level of it. It is

J Popul Ther Clin Pharmacol Vol 29(4):e55–e68; 19 November 2022.

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necessary to support them in the formation of the Central Handball Federation to further activate the role of the worlds and determine their role and avoid feeling the loss of efforts, a careful and periodic review of the level of organizational health must be conducted before planning the annual curriculum in the Central Handball Federation, modifying the paths of weakness, supporting its strengths and taking into account its suitability in order to achieve the goals when implemented later.

Keywords: *organizational health, annual Curriculum, reconnaissance sample, horst equation*

INTRODUCTION

In order for individuals to continue working efficiently and to continue the work entrusted by managers without hesitation or stress, they need to maintain a healthy organizational relationship with their managers. This is very much needed for creativity and progress in sports management. Due to its role in managing and delivering a pre-planned curriculum each year, organizational health is a topic that involves multiple aspects: a healthcare organization is a competent organization that aims to create an environment to achieve maximum fit. This goal requires managers to create an environment that could provide the best way for employees to meet different needs and desires and perform their duties with maximum efficiency.¹ It is also defined as “organizational functions focused on employee health promotion and support programs, benefits and work organizations, and workplace stress relief initiatives”.² These organizational capabilities should be in harmony with the members of an organization by creating an environment to achieve the necessary goals, including the benefits of its use.³

From another perspective, organizational health is defined as the degree of stability of an organization in dealing with changes that occur in the internal and external environment in which it operates. Stability is a technique. There are three levels: institutional, administrative, and professional.⁴ There are three levels: institutional, administrative, and professional. The organizational structure of management is trust, morality, suitability, resource use, the balance of power, fair

distribution of power, cohesion, creativity, independence, problem-solving, and proper communication.⁵ Therefore, organizational health provides workers with an incentive to pursue creativity and avoid work pressure and duplication, especially in sports management where workers are characterized by multiple roles. An individual’s response to a stressful situation is determined in the process of confrontation and adaptation to stress, including the individual’s behavioral and cognitive efforts in coping with the stressful situation. It has emotional, biological, and demographic characteristics.⁶

That is, the different attitudes towards social interaction within the administrative education circle and the individual’s ability and experience the challenge are associated with different levels of psychological pressure depending on the nature of the situation. This behavior needs to be controlled by the percentage of individuals receiving assistance to overcome the crisis due to the difficulty of controlling social conditions in a healthy atmosphere of a healthy organization.⁷ Therefore, “organizational health is just one of the metaphors used in the literature on management and organizational behavior, and organizational health requires individual-focused care and organizational health and growth. It can be concluded that the concept of organizational health includes two basic aspects: organizational performance and worker well-being^{8,9} and labor. A person’s satisfaction depends on several variables determined by the nature of the task and meets or is compatible with the conditions

associated with them. This is the determination to continue training with the same intensity and enthusiasm. It leads to weakening of.¹⁰ It is not possible to have complete control over the prediction of future events, which allows management leaders to perform other tasks in parallel with planning to manage the organization, that is, emergency or emergency planning. It depends on the vision and prediction of the event. On the one hand, crisis data, on the other hand,¹¹ inspiring and moralizing talent in management training and staff loyalty. It is important to understand the organizational health in increasing commitment to management training. This helps in improving the financial and productive performance of organizational construction, improving the ability of the organization to adapt to the external environment, and to be independent. Improving the effectiveness of organizations in the world. . Also, supports execute plans to achieve goals and be consistent across all formal and informal groups within the governance structure. This reduces conflicts between different levels of your organization.^{12,13} Analysis of the organizational and environmental aspects of management, the behavioral aspects of its members, and their impact on other members as a result of growing interest in management and its human elements in the public and private sectors is an important aspect. The concept of organizational health has emerged as a concept of modern situations in the formation of health care, to characterize the interaction between the issue and its environment that induces behavioral changes.¹⁴ Those responsible for implementing the Iraqi Central Handball Federation's annual curriculum require a management environment in their executive tasks that characterize organizational health. Annual curriculum through the work of academic researchers in the field of sports management, she seeks to present this research and provide support and guidance in deciding the direction in addressing research issues. Answer the following questions: What is the reality of organizational health in the Commonwealth? How do we identify the Central Iraq's handball from

the perspective of the person responsible for implementing the annual curriculum?

THE AIM OF THIS STUDY

Identifying the real strengths and weaknesses of organizational health in the Iraqi Central Handball Federation from the perspective of those responsible for implementing the annual curriculum.

METHODOLOGY

The descriptive approach was chosen in a case study style. It is defined as "a simple approach based on examining the entire social unit and examining the particles in terms of their relationship to the whole containing them." The purpose is to collect data and comprehensive information about the situation in a family, system, social system, community, or society and analyze the results.¹⁵

The research community and its samples: represented by those responsible for managing the Iraqi Handball Federation's curriculum: coaches, referees, members, directors, members of the Central Federation's governing body, and sub-federation presidents and members. For sports brands in the sports season (2021/2022), 138 people are counted and all are consciously selected by 100 of this community. The description of this is given in Table 1.

Researchers selected 30 people from the original community for the meter's statistical analysis sample at a rate of 21.739% and 10 people at a rate of 7.246% for exploratory testing. Remaining were 98 individuals with a percentage of the main application sample (71.014%).

Measurements and procedures: The Regulatory Health Questionnaire uses a paper brush-type Italian version¹⁶ consisting of 12 fields that span 57 paragraphs, and its structure is shown in Table 2.

The specificity of the subject of this research in the field of sports management and the target sample for measurement imposed modifications in the content of most of the clauses of the questionnaire

TABLE 1. Description of the research community.

Research community	Description of the details						Total
	President and members of the Central Union	President and members of the subsidiary federations	Central Media Committee	Central Competitions Committee	Central Referee Committee	Local rulers	
Curriculum administrators	8	54	4	5	5	22	40
Percentage	5.797 %	39.13 %	2.899%	3.623%	3.623%	15.942%	28.986 %
							138
							100%

and modifying the number of its alternatives from binary to triple (always, sometimes, never), as the apparent validity of these numbers was adopted by 80% or more than the experts' agreement. The verification of the discriminatory ability of each paragraph was based on the statistical analysis sample of 30 individuals using a t-test for uncorrelated samples in the manner of the two peripheral groups. The same is the case in the standards, and the stability was verified by the half-split method, which was obtained by Horst equation (0.897) at the level of significance of 0.05 and the degree of freedom was 28 due to the lack of equality in the two parts of the questionnaire. The questionnaire was also piloted to complete its academic acceptance. Then it was applied to the main application sample of 98 individuals to take all of these procedures from preparation, experimentation, and application for two consecutive months from 25 October 2021 to 25 December 2021. The results of the research were processed using the statistical package (SPSS) to extract the percentage, mean, standard deviation, Horst correlation coefficient, t-test for uncorrelated samples, and weighted mean.

The major of the present study is in the subject of this study in the field of sports management and the sample to be measured were forced to change the content of most of the provisions of the questionnaire and change the number of choices from binary to triple. Always 80% or sometimes never, given the apparent validity of these numbers beyond what expert consensus envisioned. An uncorrelated test sample of the properties of the two peripheral groups was studied. The same is true for the standard, and the half-division method obtained by the Horst equation (0.897) verified the stability because the significance level of 0.05 and the degree of freedom 28 are not equal, in two parts of the survey. The questionnaire was also piloted to complete its academic acceptance and then applied to 98 major application samples from preparation, experimentation, and application starting from 25 October 2021 to 25 December 2021. We tested all these steps for

TABLE 2. Details of the structure of the organizational health questionnaire.

Fields	Number of paragraphs	Paragraph answer alternatives	Correction key	Border, total marks
Morale	5	Always, Sometimes, Never	3, 2, 1	5-15
Evaluation and recognition	6			6-18
Curriculum coordination	4			4-12
Effective discipline policy	4			4-12
Excessive work requirements	4			4-12
Target match	5			5-15
Professional growth	5			5-15
Joint decision-making	4			4-12
Professional interaction	7			7-21
Clarity of the role	4			4-12
Players' attitudes	4			4-12
Supportive or supportive leadership	5			5-15

a month in a row, and the results of the survey were processed by using the statistics package (SPSS) To extract percentages, means, standard deviations, Horst correlation coefficients, t-tests of uncorrelated samples, and weighted averages.

RESULTS AND DISCUSSION

The statistical processing of questionnaires deviates from the norm, and when presenting the results for that section, researchers calculate the frequency of each section, and the percentages according to the choices in each section. Extracted weighted arithmetic is used to calculate the average (evaluation) of these responses, response level range (2) of the three choices, dividing the range by number of choices, and dividing by the number of choices, and the length of the category resulting from the division is 0.66. Therefore, as shown in Tables 3 and 4, it became the basis for evaluating the virtual average of individual paragraphs.

The results in Table 4 show that the attractiveness of the application sample achieved a high achievement, achieving an average rating of the paragraphs of the Occupational Health Questionnaire in the number 47 and percentage 82.456% of all

TABLE 3. Evaluation criteria for the section of the questionnaire compared to the weighted average.

Response range	Evaluation judgment to comment on the results
From 1 to less than 1.66	Low
From 1.67 to less than 2.33	Medium
From 2.34 to 3	High

paragraphs. Judgment of the number of 8 that occupies 14.035% of the total number of paragraphs and the number of low judgments (2) that occupy the ratio of the total number of paragraphs is 3.509%. Therefore, the weighted percentage is moderate to the level of organizational health. The Iraqi Central Handball Federation presents this reality from the perspective of the person responsible for implementing the annual curriculum, and researchers attribute these results to changes in pattern responses. The application shows that workers promote social skills and abilities and encourage their enthusiasm in tasks entrusted to them by implementing the vocabulary of the annual curriculum.

Organizational health characteristics or skills or competencies are only social skills in the working

TABLE 4. Results of the viewpoint of those in charge of managing the implementation of the curriculum in comparison with the evaluation judgment criterion for the paragraphs.

Field	Paragraphs	Always		Sometimes		Never		Weighted mean	Orthodontic judgment
		Repetition	%	Repetition	%	Repetition	%		
Morale	Team spirit is good in this union	44	44.898	36	36.735	18	18.367	2.265	Middle
	Morale in this union is high	43	43.878	25	25.51	30	30.612	2.133	Middle
	The workers do their work with enthusiasm	27	27.551	29	29.592	42	42.857	1.847	Middle
	The staff is proud of this union	56	57.143	6	6.122	36	36.735	2.204	Middle
Evaluation and recognition	There is a lot of energy in this union	77	78.571	11	11.224	10	10.204	2.684	High
	I regularly receive feedback on how I am doing my part in implementing the curriculum	21	21.429	38	38.776	39	39.796	1.816	Middle
	I am happy with the quality of the feedback I receive regarding my work performance	15	15.306	39	39.796	44	44.898	1.704	Middle
	There is an ongoing work structure that provides feedback on my work performance	43	43.878	24	24.49	31	31.633	2.122	Middle
	I have the opportunity to discuss and receive feedback about my work performance	38	38.776	32	32.653	28	28.571	2.102	Middle
	Workers get recognition for good work	18	18.367	14	14.286	66	67.347	1.51	Low
	Praise and thanks and any other appreciation encourage me in my work	43	43.878	37	37.755	18	18.367	2.255	Middle

Curriculum coordination	There is sufficient communication between the various consortium formations regarding annual curriculum planning	29	29.592	47	47.959	22	22.449	2.071	Middle
	There is an effective coordination of the annual curricula in this union	51	52.041	30	30.612	17	17.347	2.347	High
	Staff consult with each other about the implementation of the annual curriculum	25	25.51	60	61.224	13	13.265	2.122	Middle
Effective discipline policy	Staff consults with district coordinators about their duties	20	20.408	48	48.980	30	30.612	1.898	Middle
	The rules and penalties relating to discipline in this union are well understood by all	42	42.857	41	41.837	15	15.306	2.276	Middle
	There is an agreed philosophy on discipline in this union	18	18.367	42	42.857	38	38.776	1.796	Middle
	My own expectations for discipline are the same as for most other workers in this union	18	18.367	35	35.714	45	45.918	1.724	Middle
	Disciplinary-related rules and penalties are not applied consistently in this association	19	19.388	62	63.265	17	17.347	2.02	Middle

(Continues)

TABLE 4. Continued.

Field	Paragraphs	Always		Sometimes		Never		Weighted mean	Orthodontic judgment
		Repetition	%	Repetition	%	Repetition	%		
	The workers are overburdened with work in this union	40	40.816	40	40.816	18	18.367	2.224	Middle
	There is a lot to be expected from the workers in this union	43	43.878	33	33.673	22	22.449	2.214	Middle
	There is constant pressure on workers to keep working	22	22.449	45	45.918	31	31.633	1.908	Middle
	There is no time for workers to relax in this union	16	16.327	59	60.204	23	23.469	1.929	Middle
	There is agreement in the business philosophy of this union	36	36.735	40	40.816	22	22.449	2.143	Middle
	Employees are committed to the goals of the union	18	18.367	41	41.837	39	39.796	1.786	Middle
Target match	The Federation has a set of clearly defined goals and objectives	15	15.306	52	53.061	31	31.633	1.837	Middle
	My personal goals are compatible with the goals of this union	24	24.49	32	32.653	42	42.857	1.816	Middle
	The goals of this union are not easy to understand	52	53.061	32	32.653	14	14.286	2.388	High
Professional growth	Others in this union are actively interested in career development and professional growth	28	28.571	30	30.612	40	40.816	1.878	Middle

	I am encouraged to continue professional development	29	29.592	31	31.633	38	38.776	1.908	Middle
	The professional development planning in the union takes into account my individual needs and interests	46	46.939	43	43.878	9	9.184	2.378	High
	There are opportunities in this union to develop new skills	23	23.469	42	42.857	33	33.673	1.898	Middle
	It is not difficult to get in-service courses	54	55.102	24	24.490	20	20.408	2.347	High
	I am happy with the decision-making processes followed in this association	21	21.429	49	50	28	28.571	1.929	Middle
	There is an opportunity for workers to participate in the politics of this union and make decisions	33	33.673	52	53.061	13	13.265	2.204	Middle
	There are forums in this union where I can express my opinions and views	10	10.204	60	61.224	28	28.571	1.816	Middle
	Workers are often asked to participate in decisions about administrative policies and procedures in this union	28	28.571	52	53.061	18	18.367	2.102	Middle
	There is good communication between the workers in this union	31	31.633	59	60.204	8	8.163	2.235	Middle
	I get support from my colleagues	24	24.49	46	46.939	28	28.571	1.959	Middle
	Joint decision making								
	Professional interaction								

(Continues)

TABLE 4. Continued.

Field	Paragraphs	Always		Sometimes		Never		Weighted mean	Orthodontic judgment
		Repetition	%	Repetition	%	Repetition	%		
	Workers in this union can count on their colleagues for support and assistance when needed	46	46.939	30	30.612	22	22.449	2.245	Middle
	There is good communication between groups in this union	8	8.163	41	41.837	49	50	1.582	Low
	Workers often discuss and share their duties with each other	15	15.306	62	63.265	21	21.429	1.939	Middle
	I feel accepted by the other workers in this union	34	34.694	22	22.449	42	42.857	1.918	Middle
	I have the opportunity to participate in collaborative work with other members of the staff	52	53.061	22	22.449	24	24.49	2.286	Middle
Clarity of the role	I am always clear about what other people in this union expect of me	18	18.367	40	40.816	40	40.816	1.776	Middle
	My business goals are always well defined	39	39.796	11	11.224	48	48.980	1.908	Middle
	I always know how much power I have in this union	56	57.143	23	23.469	19	19.388	2.378	High
Players' attitudes	I am clear about my professional responsibilities	23	23.469	42	42.857	33	33.673	1.898	Middle
	This union reinforces the concept of players as individuals	54	55.102	24	24.49	20	20.408	2.347	High

	Players are treated as responsible persons in this association	21	21.429	49	50	28	28.571	1.929	Middle
	Players in this association are encouraged to experience success	33	33.673	52	53.061	13	13.265	2.204	Middle
	Players can get advice and guidance when needed	20	20.408	50	51.02	28	28.571	1.918	Middle
Supportive or supportive leadership	There is support from management in this union	18	20.455	42	47.727	28	31.818	1.886	Middle
	There is good communication between employees and management in this union	52	53.061	40	40.816	6	6.122	2.469	High
	The management in this union can be relied upon when things get tough	41	41.837	26	26.531	31	31.633	2.102	Middle
	I can address the management in this union to discuss concerns or grievances	24	24.49	25	25.510	49	50	1.745	Middle
	The union administrations do not really know the problems the workers face	44	44.898	11	11.224	43	43.878	2.01	Middle

n = 98 rounded fractions of percentages.

environment and are primarily based on advanced social skills that adapt to the working environment and empower workers in the workplace. I agree that the development of these skills depends on the level of absorption and practice of new knowledge.¹⁷ and this high level of organizational commitment inevitably does the job. It leads to a weak intention to quit and increases the stability of working individuals. This is one of the main goals of industrial psychology, but there are many factors in organizational involvement, beyond the control of management. However, management can do a lot to increase organizational involvement.¹⁸ The difference in coordination and integration mechanisms between organizational roles in job design is that design patterns are jobs. And build a high degree of integration and coordination between departments and, as a result, help build the roles to which they belong.¹⁹ The ability of an organization to adapt to the external environment depends on employee involvement. This is one aspect of high containment that tracks changes and developments occurring in this environment and provides information related to the organization. To effectively provide the health of the organization. High containment of internal workers.²⁰ Advanced containment management is necessary to improve the health of the organizations of the two worlds. The relationship between the formation and the goals of capacity development and improvement helps to direct larger tasks at a higher level.²¹

Thus, promoting and supporting the health of the organization also benefits the federal government, raises the level of decision-making, and leads to the accuracy of the implementation of the annual curriculum. Because there is only one decision-making process, it is exercised by the rulers according to the authority delegated by these top-level associations, without exception to the important functions of the tournament leaders of all federations. The process of searching for solutions or alternatives to the action is a problem for creating value for stakeholders.²²

Abstract and applications

1. Organizational health supports the efforts of the Central Handball Federation to implement the annual curriculum from the perspective of those who manage its implementation.
2. Organizational health helps to rejuvenate the role of the person responsible for managing the implementation of the Central Handball Federation's annual curriculum.
3. To make organizational health integration factors available at a high level in the Central Handball Federation and to fully control the implementation of the annual curriculum.
4. The peculiarities of organizational integrity in managing the implementation of the Central Handball Federation's annual curriculum require the need for integrity and availability of its elements to reach a high level.
5. In order to further activate the roles of workers, define their roles, and avoid wasting effort, it is necessary to support the health of all organizations of the Central Handball Federation.
6. Before planning the Central Handball Federation's annual curriculum, carefully and regularly review the health of the organization, fix weaknesses, and support strengths and adaptability to achieve goals in later implementations.

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