

Professional ethics of secondary school principals in Muqdadiyah education from the teachers' point of view

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Abstract

The current research aimed to identify the professional ethics of secondary school principals from the teachers' point of view, and the research sample consisted of (100) teachers and schools. For this purpose, the researcher prepared the professional ethics scale, and it consisted of (30) paragraphs in its final form. After conducting the validity and reliability of the professional ethics scale, the scale was applied to the research sample, using statistical means (reference mean - weight percentage).

The researcher reached the results, which are that there is a professional ethics among secondary school principals in Muqdadiyah district schools in Diyala Governorate. In light of these results, the researcher suggested a number of recommendations and future studies.

Key word : professional ethics, teachers, secondary school.

Introduction:

Ethics is the basis for the progress of nations and a symbol of their culture and civilization. The monotheistic religions have taken care of morals, and Islam came as the seal of all religions to urge people to be moral. The Messenger of God, may God's prayers and peace be upon him, said when he said: "I was sent to perfect morals." Narrated by Al-Bukhari. Great" (Surat Al-Qalam, verse 4), and the Messenger of God, peace and blessings of God be upon him, said, "The Muslim is the one from whose tongue and hand the Muslims are safe." Not only that, but the honorable legislator considered morality as one of the goals of the pillars of Islam. The Messenger of God, may God's prayers and peace be upon him, said, "Whoever does not give up false speech and acting upon it, God has no need for him to give up his food and drink (Bukhari).

In this topic, we will discuss the concept of ethics, linguistically and idiomatically, as well as identifying the concept of work ethics linguistically and idiomatically, the importance of adherence to ethics at work and the benefit accruing from adherence to work ethics on the individual and society, in addition to the general rules governing job behavior and the causes and factors that lead to the spread and emergence of corruption. Administrative violations and the means of establishing ethics, factors affecting work ethics in educational institutions. As well as the sources of work ethic,

and then we turn to Islam and what it planted by following it of work ethics and profession and the qualities that a Muslim must have in his work and profession

Chapter One: Introduction to Research

Research problem :

The existence of the ethics of the administrative profession creates an organizational climate that helps prepare the future generation, which adheres to the principles and values that we seek in accordance with a scientific method that pushes the two educational processes forward. From an ethical behavior with teachers, students and society, as the ethical endeavor in the educational process is an important and basic requirement in the crystallization of the human personality, and also contributes to clearly defining the role of the director in the educational profession, in accordance with the philosophy of society.

And since the supreme goal of the administration is to bring educational administrators to a state of integration, so care should be taken to build the individual who will deal with this development, and for this the emphasis on the ethics of the school administration profession comes in order to contribute to the development of awareness, to show adherence to ethical standards, to measure the degree to which the principals are familiar with these ethics as they are Educational leaders are expected to complete the tasks of education. (Al-Asadi and Muhammad, 2012: 67)

The study of professional ethics did not reach the expansion and complexity that other administrative studies have reached, but there has been much talk about it in recent decades, as the pace of life is accelerating and increasing, technology develops, and psychological pressures abound. According to personal greed, and neglect of social responsibility, which is no less important than the standard of efficiency and performance. (Al-Amri, 2012 : 133)

The minutes of the Education Committee in the Baghdad Provincial Council, held on 19/7/2006, indicated the need for good treatment, and not to take any action that reduces respect. Therefore, professional ethics must be adhered to to raise the capabilities and administrative morale of educational staff. (Baghdad Provincial Council, 2006: 5). The recommendations of the first educational intellectual conference held by the Ministry of Education (15/3/2010) also indicated the need to prepare educational leaders in accordance with the ethics of the profession, in order to keep pace with the era of progress and scientific development in line with the nature of the current stage that our country and educational institutions are going through in an effective manner. . (Ministry of Education, 2010: 11)

By reviewing theses, theses, and educational literature, the researcher finds that there is a problem in the ethics of the administrative profession among secondary school principals, and it is necessary to conduct a study on these

ethics because of their role in the performance of these principals and their impact on teachers and students. Hence, this role appears on the society, because education is the foundation and the pillar of society and its future

Research importance:

The ethics of the administrative profession at the level of scientific concepts and practical practice is important in the fields of knowledge that require a degree of scientific methodological study and organized experience, for the availability of sound foundations to deal with the various problems and situations facing jobs and businesses that are characterized by conflict of interests, especially in today's world in which everything is changing. Where the technological development, and the change of the social outlook on many things, and although the study of ethical issues in educational and educational institutions did not reach its goal, which was reached by other administrative sciences, the issue of management ethics has been talked about a lot in recent decades, especially after the human resource was considered an investment. important of the community's investments, which put the administration in front of a new image through which it adopts ethical standards that will preserve the privacy of individuals and develop their commitment side. Hence, specialists in educational administrative work agree that every profession in society has ethics and behaviors that express in its content "the relationships between its practitioners on the one hand, and the relationships between them and their subordinates on the other hand, as well as between them and the society to which they belong on the third hand."

Ethics and behaviors may be well-known and may be principles and standards set by the professional for the profession. The institution's policy and traditions are one of the sources of professional ethics, which stems from the administrative qualities that the educator possesses, which have an impact on the decisions he takes, and their effects appear on the workers among them (Al-Qaryouti, 1996, 73).

From here we can say that the ethics of the profession in an environment is a set of values, traditions and customs that are consistent with what is imposed by the principles of society that the employee must take care of while performing his job and it is the one that controls his behavior. At a certain time to achieve a specific goal, and some studies use the term profession to denote work, and for this reason the profession can be defined as a set of work that requires certain skills to be performed by the individual, and for this different countries have paid great attention to job ethics, because it determines the behavioral pattern that the employee must adhere to and which It is one of the main factors for the success of the government apparatus in achieving its mission (1997, 153, Dickson)

Commitment to these job duties and departing from them is considered an administrative deviation. Administrative deviation is the spread of selfish opportunistic

behavior, or the tendency to exploit the organization in a way in which the individual interest prevails over the public interest. Deviation takes many forms, including: deviation from bureaucratic authority and its use in other than its legitimate fields, which distorts administrative decisions and obstructs their implementation. The image above shows the opposite image of the employee's commitment to his duty and the implementation of all that is required of him accurately and honestly, and endowing him with the qualities that make him an employee committed to all that the laws and regulations require in his behavior, as he has rights that must be fulfilled. In spite of this, management in public institutions is generally considered more compliant with laws and regulations and concerned with ethical and social considerations in society, and therefore it is more expressive of management ethics at the level of decision or implementation (however, the breadth of these institutions, their diversity and the overall increase in the number of employees and managers It also made them vulnerable to violations and immoral practices that violate the public interest, where crimes of administrative corruption (especially crimes of embezzlement, bribery and abuse of influence) represent wide and increasing cases at the present time. Therefore, public institutions also seek to pay attention to management ethics and job ethics and the development of codes of conduct her own (Ibrahim, 1996, 33)

If there is a difference between ethics and practice, then ethics are established rules that express the required professional behavior, and administrators must abide by them, and these ethics remain useless unless they are translated into concrete practical reality during professional practice, or the performance of the duties assigned to them. (Irons, 1994, 172).

It is clear that the concept of management ethics is mixed with other concepts and terms, as is the case in the concept of business ethics and the objection of some administrators to the use of professional ethics by saying that it does not mean anything, because the ethics of educational and educational institutions depend mainly on the actions of its members (Al-Araji, 1995, 97) The right and wrong actions are carried out by individuals, not by legal persons. The institution cannot be corrupt in itself, but rather employs corrupt individuals who manage it against the rules of society. (Asfour, 1999, 101). It is noted that business ethics has been more widely used than management ethics in the past, based on the fact that the environment has a strong impact on individuals, and therefore the environment of institutions, which in turn is affected by the social environment, has a strong influence on management and its decisions and administrative operations (Sass, 1990, 92) The traditional professions such as medicine, law and engineering represent the rules of professional ethics, and they are one of the components of the profession that must be adhered to. They may be a reason for depriving them from practicing the profession, but the rules and ethics of management may not have any

meaning because management is still a job more than a profession in the moral sense, and still The administration has to accomplish what is necessary in order to transform from a specialization and qualification in learning and training to a professional profession (Lbvet, 1994, 131).

In light of the foregoing, the importance of establishing ethical laws that clarify to the employees they are required to practice increases with the increase in the need for government employees to exercise the authority to issue judgments. With the increase in state functions and their complexity and the increase in the decisions that must be taken daily by these employees, they are exposed to situations that require value that do not benefit their own perceptions (Naizer. 1991, 316).

Research aims:

-1 Getting to know the reality of the administrative work ethics of secondary school principals in the Muqdadiyah Education Directorate in Diyala Governorate from the teachers' point of view.

Research limits

-1 Human limits: - principals of secondary schools in Diyala Governorate - Al-Muqdadiyah Education.

-2 Spatial boundaries: Secondary schools in Diyala Governorate - School of Al-Muqdadiya Education Directorate.

-3 Time limits: for the academic year 2021-2022.

Define terms:

-1 morals

* Al-Fayrouz Abadi defined it in 1976: It is the nature, nature, morality and religion (Al-Fayrouz Abadi, 1976, 142.)

* Langman defined it as conformity with standards, values, style, or etiquette that mostly concerns the professional (Langman, 1978, 57.)

-2 Professional Ethics:

• Known by Carrett & Bklonesk 1992

It is the standards or principles that govern the behavior of an individual or a group and relate to the question what is wrong and what is right with the moral duties in his work. (Carrett & Bklonsk, 1992, 23.)

• Baghi 2001 defined it: it is the principles and behaviors that are represented by the directors and heads of departments in their dealings with the teachers, students and the local community, as it is based on a set of values, norms and traditions that are consistent, or recognized by members of a community that are best in organization (Baghi, 2001, 76.)

•The researcher defines procedural ethics: it is the total score obtained by the school principal according to what is determined by the tool for measuring the ethics of the administrative profession.

-3High School Principal

Known by the Ministry of Education (He is a member of the teaching staff who is entrusted with the management of the school, preferably having an experience of not less than five years in the field of primary or secondary education, in which he revealed scientific and educational competence, and the ability to manage and organize, and to have a certificate of no less than For a bachelor's degree or above, and with educational preparation, preferably someone who has held the position of assistant principal for two years or more, and his annual evaluation is not less than good for the last two years, and he is not punished with a disciplinary penalty two years prior to nomination). (Ministry of Education, 2008: Issue 5088(

-4Secondary stage:

It is defined by the Ministry of Education (the school stage that follows the primary stage and precedes the university stage, in which every student who has completed the primary stage and completed twelve years of age is accepted, and the study period is six years, and is divided into two stages (intermediate and preparatory), the intermediate stage includes three general classes, and the stage The preparatory stage includes two types of study, namely (scientific and literary), and it consists of three classes. (Ministry of Education, 1984: 8)

chapter two

Theoretical framework and previous studies

Defining ethics (language and idiomatically)

Ethics is a philosophical term that comes from the Greek word "Ethos" which means an adjective, custom, or habit. It is concerned with describing moral behaviors which refer to the acceptance or disapproval of an action as a philosophical principle (Minkes, Small & chatterjee, 1999:333). Sims, 1992: 506 defines moral behaviors as morally acceptable behaviors as good and right or bad and wrong in a particular situation. Thus, Ethics are codes of values or moral principles that guide the behavior of an individual or society with regard to what is right or wrong, provided that this ethical behavior is acceptable from a legal point of view as well, and the moral of society as a whole, which is what he emphasized (Trevino, 2006: 611). As for (Nasima, 2015: 162), ethics are defined as the benign or good deeds that are accepted by society and that are consistent with its customs and traditions. This means that it refers to general principles, values and rules that govern society in general. As is the case with the principles and rules of conduct applicable in the monotheistic religions,

that is, they are of an absolute and objective social character, in contrast to the views of the morals, which some consider to be personal beliefs of a relative and subjective character. Nassima indicated on another site that ethics is one of the basic pillars of philosophy since the inception of philosophical thought, as it searches for the three values (beauty, goodness, and truth) and within the value of good lies the philosophy of ethics. Therefore, philosophers do not want to make ethics a theoretical study of common moral habits among People and this is because they see the setting of the ideal and the statement of moral perfection and the enactment of moral law.

And (Ali, 2007: None) indicates that the ideal here means normative in the study of good and evil, that philosophers have placed ethics within the normative sciences on an equal footing with logic, which is represented by the value of truth, and with aesthetics, which is represented by the value of beauty. In another definition of ethics, (Lee & Cherg, 2011: 47) sees it as a concept related to right and wrong, and that the ethical dilemma arises when values are in conflict or intertwined. As for (Najm, 2005: 18) he defines ethics as a set of values and standards on which individuals depend Society has to distinguish between what is good and what is bad, what is right and what is wrong. And Kreitner & Kinichi (2007: 33) defined it as the study of moral choices and issues and the identification of right and wrong, good and bad. Finally, he defined it (Daft, 2004: 373) as a set of principles and values that govern the behavior of an individual or group with regard to what is right or wrong.

Based on what was presented, the researcher believes that ethics in general may be symbols, principles, standards that guide the individual or the group for behavior with regard to what is right or wrong, and that this right must meet social and legal acceptance in order to be called right. This necessarily means that ethics cannot be abstracted from social influences. It is the individual's application of the values he believes in in a certain behavior according to certain social bases and according to laws governing those standards on the other hand. Therefore, we find there are ethics related to medicine, sports, and other professions of teaching, journalism, tourism and others. , which means that the term Ethics indicates that ethics are in a specific field in itself, a specific environment, a specific time, and a particular society and does not denote comprehensiveness or generality. The purpose of ethics is to create a society in which justice, cooperation, and equality go hand in hand with man to protect his life from corruption or injustice. Thus, it is a science to reform the individual and then society by sticking to the straight path in behavior.

As for the character in the language, it is singular for morality, "nature, nature, and habit," and it forms the inner image of man. (Ibn Manzur, undated source: 86-87.)

As for the definition of ethics in terms of searching for principles, deriving them, arranging them, revealing their importance and clarifying their duties. It is the human behavior that looks to the ideal in order to set, according to it, general rules for his behavior and actions that help him to do good and stay away from evil (Howidi, 1989:63). current, but rather what it should be. That is why his message is manifested in setting controls for the human will and its actions in order to become the subject of our moral judgments on it (Hilmi 2004,: 15). Within this perspective, (Chapter, 1969) sees ethics as a branch of philosophy that attempts to develop a set of logical principles and determines how ethical behavior is and what is its opposite, a perspective in which he indicated that values are variable that can be moved to the state that corresponds to the needs of society and individuals In what serves their activities, and it is only the product of a long-term historical development (Al-Saadi, 2001: 10(

Third: The importance of professional ethics

The ethics of the profession is one of the important topics that have received and will gain the attention of many researchers and academics in different countries of the world, despite the lack of what has been written about it, and this is due to what studies and research have indicated about the existence of many cases of bribery, forgery, embezzlement, conflict of interests and other Methods of exploiting the profession in achieving personal goals and objectives. (Abu al-Kass, 2015: 19), as well as an increase in the abundance of ethical scandals as a result of establishing business visions and neglecting social responsibility, which is no less important than the efficiency criterion, which put the administration in front of a new image through which it adopts ethical standards. (Al Alawi, 2017: 97, 98), the commitment to principles and ethical behavior, whether at the level of the individual in the job or in a specific profession, or business organizations is of great importance to the various segments of society. As this matter increases the insistence on adhering to the principles of correct and honest work and keeps organizations away from seeing their interests in a narrow perspective that only accommodates specific criteria that are embodied in financial considerations that bring benefits in the short term, but will certainly have a negative impact in the long run. (Al-Sheikhly, 1999: 13), life certainly would not be stable without ethics. And building his will in the face of a difficult choice, so he chooses good deeds and stays away from bad ones. (Al-Araidah, 2012: 39). The new trends see that ignoring professional ethics is a displacement towards narrow personal interest. Whereas adherence to professional ethics places it within the framework of enlightened self-interest. It is known that negative reactions to unethical behavior may arise from competitors, and this leads to damage to the reputation of the organization in the long run. (Al-Ghaliby and Al-Amri, 2005: 49-119).

Elements of professional ethics:

First: Individual ethics: The system of ethics and behavior constitutes the most important administrative and leadership personal element in the public and private job in the educational institution. Characteristics of the health organization. (Al-Adili, 1981: 10)

Second: Respect for Regulations and Laws: The duties of the public office derive from the legislation of the state, starting with the constitution and the regulations, laws and instructions issued to the lower authorities for workers in organizations. And that civil servants in general are nothing but agents of authority, and they work in a unique framework and a privileged position in society, and provide some services in accordance with the laws. (Al-Sakarana, 2012: 381)

Third: the external audience: that the systems, customers and beneficiary groups collectively constitute the fourth forces that contribute to the formation of management ethics and direct them in a particular direction rather than others, especially in today's world that is characterized by increased competition, market transformation and technological development. (Abdul Latif, 2006: 5)

1- Professional Ethics Resources:

2- Ethics arises as a result of educational accumulations, and it begins with the self, passing through all the stages that it passes in its various paths, and ends with the belief that the individual chooses for himself as a principle of life until he reaches the public office, and what is imposed on him in educational and educational institutions (Yaghi, 2012: 19)

3- -1Religion: It is one of the most important sources of morals, because no religion, whether heavenly or not, is devoid of urging noble morals and good values. So that religion is a means of social discipline in all societies, and religions differ in terms of the degree of focus on the individual's relationship with God and the individual's relationship with the other within the concerned society. (Al-Tarawneh, 2012:34), the Islamic religion is distinguished by its two sources, the Book and the Sunnah, as it constitutes an integrated system of life. The systems of the individual's relationship with the Creator is his relationship with other individuals in his society, according to behavioral rules that guide the good. It is determined from the bad, unlike other religions whose role was limited to regulating the individual's relationship with the Creator, and limited regulation of the individual's relations with others in society. (Al-Atawi, 2013: 12), provides for professional ethics to create self-censorship in the same person, as the professional can evade social or legal supervision, But he cannot

evade the control of God Almighty, he is the watcher always and forever. (Al-Zinati, 2014: 23) The heavenly religions have established morals and behavioral virtues for man as they command him to piety, to enjoin good and obey God, good treatment and integrity in dealing between individuals because they stand before the derived laws From the heavenly laws. (Al-Tarawneh and Al-Hadi, 2011: 217-219), do not lie, do not steal, do not bear false witness, I respect the elders of you. Be kind to the youngest of you, honor your parents. If we took these commandments as an example of morality, we would find that they are the same in all religions, and therefore the heavenly books of nations are still the easiest and richest sources for the moral behavior of individuals at all times and times. (Najm, 2005: 56(

- 4- -4The political source: It is the system that runs societies, and the reflection of the trends of this system on the ethics of the individual. If the political system is democratic, for example, it believes in pluralism, participation, dialogue and respect for the other opinion. There is no doubt that it will affect individuals' values and professional convictions, and if the regime is a corrupt dictatorship, it will not shy away from looting. It encourages outdated values. There is no doubt that it will have a negative impact on the attitudes of individuals in all institutions. (Al-Atawi, 2013, 13(
- 5- -5Laws, regulations and legislation: The law and the various legislations represent means to organize life in any society on the assumption that the law or legislation is the result of a need in society that requires the intervention of the legislative authority to organize it and find solutions for it. The set of legislation, laws, regulations and regulations issued based on the legislative sources in force in the countries is the important source of ethics, because it controls and controls the conduct of the work of the public administration in the direction it deems to serve the policy of the state, and achieve its goals and interests. (Yaghi, 2012: 22), Laws Legislation that is represented by reliable legal standards determines the behavior of working individuals, organizations and moral values by applying these laws and legislation and complying with them in accordance with the specific legislation issued by the higher authorities in the state. (Daft, 2003:49(
- 6- The economic source: the totality of the economic conditions and conditions under which the individual works. With his family members, he cannot fulfill his multiple obligations towards his family and society. Deviation, fraud, and exploitation of the job are expected from him. Perhaps the importance of the economic dimension has greatly doubled in this period of history when technology is presented every day with temptations. And where consumerism prevails among individuals greatly. (Abu Tabikh, 2008: 81) The economic conditions prevailing in society control all its members, including professionals and administrators, as their difficult economic organizations often push the members of society to patterns of behavior far from the

moral standards that religion has recommended to us. Islamic. (Al-Zinati, 2014: 24), that the success of organizations depends primarily on their success in solving the issue of salaries and wages for workers in their institutions because of their great importance and impact on the nature and quality of employees' performance and their various skills .

-7The society's culture, values and customs: the individual's behavior is affected by many external influences, foremost of which are the society's culture, values and customs. He becomes a defender of its values, norms and traditions. If these norms are clear to the individual, and consistent with his initial captive structure, we see them always embodied in his behavior at work and reflecting something positive about him in which the various mechanisms of work are integrated, and at all stages, starting with kindergarten and ending with higher studies. 2010: 139, 142(

-8The organizational administrative source: the organizational environment in which the individual works with all its laws, regulations, and instructions for institutions, regulations, values, traditions and ideals that determine the behavior of their employees, direct their path, and affect the individual's values, obligations and work style in which the principles of management are applied within the institution, and patterns The division of work within the institution, rest and reward systems, and forms of control, and that we must also realize that there is a strong interaction between the organizational environment and the general social environment. The prevalent in the institution, which is a representative sample of the patterns of values and behavior common in society (Al-Zinati, 2014: 25.(

-9Social values: the values of the society in which the individual works in a particular job, its customs, traditions and standards. This must be reflected in one way or another on his various professional dealings. When an individual engages in a particular profession, he is not isolated from his community, and he cannot jump from the behavioral patterns and standards of others. On the one hand, he grew up on these patterns and he cannot be free from all of them. (Abu Tabikh, 2008: 81), and in general, human societies vary in the type of culture and give priority to certain values over the other. In some societies, we find that the prevailing culture is an open culture with others, and the traits of tolerance and the desire to cooperate in work are embodied in it. And the society that is dominated by the constraints of harmonious principles must pass it on to its family members and thus be reflected in their functional and professional behavior. If these values put an end to moral deviations, they will make individuals keen on adhering to them, and not violating or ignoring them. (Al-Zinati, 2014: 24(

Professional Ethics:

1 Inspiration Theory: This theory is based on the saying that determining right and wrong is something outside the scope of the individual's ability, but rather it is a subjective thing outside human capabilities, and that God Almighty guides man to principles that help him determine the right things and the wrong things, and therefore the managers in Organizations are affected by their behaviour, especially the managerial decisions they make, as well as being affected by the requirements of the environment in which they operate. (Al-Rawashdah, 2007: 35) This theory believes that determining right and wrong is higher than man, and that God Almighty gives man the principles that help him determine what is right and what is wrong, and this is what the heavenly religions said, and thus the managers in their actions and administrative decisions are affected With these theories and they are affected by the requirements of the business environment in which they work, which casts a heavy shadow on the path of work. (Al-Safwa, 2018: 70(

-1 Empirical Theory: This theory is based on the statement that ethics derive from the experiences conducted by humans, whether these experiences are moral or immoral. And it is considered through general agreement, and this can only be achieved through experience first, and what is determined and measured from the factors of this experience achieves access to that. (Umniah, 2013: 30(

-2 Intuition theory: This theory is based on the fact that morals derive from what the individual possesses instinctively from intuition as a subjective ability to distinguish between what is good and what is bad, and that moral misbehavior is caused by the bad environment in which the individual lives, the negative education and the incomplete and improper education in which he was raised. and inappropriate upbringing factors. Likewise, morality is not necessarily derived from experience or logic, but rather from what individuals have innately possessed. (Iman, 2015: 17(

-3 The theory of rights and duties: This theory is based on the fact that the individual has rights and duties that they enjoy. Property as well as legal rights: It is what gives the individual through the law, such as the right of the individual to have a lawyer to defend him. According to this theory, one of the most critical features of individual rights is that it must exist in a complementary relationship with duties. The right to live for an individual exists in conjunction with the right of others. To live, and the right to freedom of the individual is complemented by allowing others to exercise their freedoms as well without pressure. (Heikal, 2011: 61(

-4 Theory of Revelation: Determining right and wrong is higher than man, and that God explains to man the principles that help him determine what is right and what is wrong, and this is what the heavenly religions did, as well as the environmental

upbringing that raises man in society and the surrounding environment. (Faith, 2015 : 17(

previous studies

-1Al-Jumaili and others study (1999) Iraq tagged ((Ethics of the university teaching profession when teaching at the University of Al-Qadisiyah)) The aim of the research is to answer the following questions:

1- What is the level of teaching at the University of Al-Qadisiyah in the ethics of the university teaching profession? Are there statistically significant differences between the teaching staff of the University of Al-Qadisiyah in the ethics of the university teaching profession? According to the gender variable? Are there statistically significant differences between the two teachers of Al-Qadisiyah University in the ethics of the university teaching profession according to the variable of social status (single, married). Are there statistically significant differences between the teaching staff of the University of Al-Qadisiyah in the ethics of the university teaching profession according to the specialization variable (scientific - human). Are there statistically significant differences between the teaching of the University of Qadisiyah in the ethics of the university teaching profession according to the variable of the scientific title (assistant teacher - teacher, assistant professor, professor) and the results were as follows:

2- Concerning the first goal: It was found that (48) teachers are at a high level of commitment to professional ethics, and there were no teachers at the low level of professional ethics according to certain percentages. With regard to the second goal, it was found that there are no statistically significant differences between the two teachers in the commitment to the ethics of the university teaching profession according to the gender variable. As for the third goal, it was found that there are no statistically significant differences between the two teachers in the ethics of the profession according to the specialization variable (scientific - human). As for the fourth goal, it was found that there are no statistically significant differences between teachers in the ethics of the profession according to the variable of the scientific title. As for the fifth goal, it was found that there are no statistically significant differences between the two teachers in professional ethics according to the variable of social status (single - married) (Al-Jumaili et al., 1999, 52.(

-3The study (Harhoush and Al-Anzi, 2000) Jordan tagged ((administrative ethics and managing ethics, with special reference to business organizations)), a theoretical study. Assigned to the correct combined values necessary to spread morals and their proper management in institutions, aiming to determine the correct ethical standards that must prevail. First, and for the double morals of the administrative leaders, secondly. They called it the principle of double standards as a problem that most

institutions suffer from today. The researchers referred to training in ethics, developing correct systems, expanding participation, and realizing the role of the parties to the organizational process beyond the limits of the institution. These factors, in their opinion, increase commitment and strengthen work ethics. (Harhoush and Al-Anzi, 2000, 43)

-4Ahmed's study (2006) the degree to which secondary school principals in Jordan practice school management ethics from an Islamic perspective, from the point of view of male and female teachers. The study aimed to know the degree to which academic secondary school principals in Jordan practice school management ethics from an Islamic perspective, and from the teachers' point of view. The researcher used the study descriptive analytical method, and the sample was used by random method, and the following statistical methods were used: Pearson correlation coefficient for samples, the second test for one sample, the second test for two samples and chi-square. The researcher used the questionnaire to reach the results, and the results reached by the researcher were that the degree of the principal's practice of school administration ethics from an Islamic perspective was high from the teachers' point of view. And there were statistically significant differences in the degree of principals' practice of the principal's personal ethics and his Islamic commitment, according to the gender of the teacher, in favor of females. There are statistically significant differences in the degree to which principals practice the field of principals' ethics toward parents and the local community, according to the gender of the teacher, in favor of females. (Ahmed, 2006: 1)

-5Mohr1989 study America: tagged ((Ethical Behavior in Primary School Administrations, Analysis and Comparison of Principal, Teachers and Supervisors)). It aimed to find: The degree of understanding of the principal, teachers and supervisors of ethical behavior in school administrations. and the degree of difference in expectations of ethical behavior and understanding of its principal, supervisors, and teachers working under him in certain ethical situations. The results of this study showed that there is no significant difference in the expectations and understanding of behavior for both principals and supervisors in primary schools. And there is an effect of the manager and the individuals who work under them (Mohr, 1989, 77)

Chapter Three: Research Methodology and Procedures

Research Methodology:

The choice of any method depends on the nature and type of study carried out by the researcher. This means that each study or research has a special method followed to solve its problem, and the researcher has used the descriptive approach and its relational state due to its relevance to the nature of the problem. Tight organization.

First, the search community:

Population means the total set of elements that the researcher seeks to generalize the results related to the problem studied. Therefore, the research community consists of secondary school teachers in the Muqdadiyah district of the Diyala Education Directorate, with a total of (100) teachers and schools for the academic year. 2021-2022).

Second: The research sample:

What is meant by the sample is a group of units that may be determined in the characteristics and may vary or differ, and their number or size varies from one research to another, and according to the purposes of the research and the available capabilities (Aqili, 1996, p. 249). The current research sample included (100) teachers and schools who were chosen by the stratified random method.

Third: the search tool:

Since the current research aims to know the ethics of the profession for secondary school principals, the researcher reviewed a number of standards, as well as the literature and previous studies in this field. The response alternatives in the questionnaire are (always apply to me, apply to me often, apply to me sometimes, rarely apply to me, never apply to me), and a score of (5) was given to the alternative always, (4) to the alternative often, and (3) to the alternative sometimes. (2) To the alternative rarely and (1) to the alternative never. The researcher's procedures for extracting the psychometric properties of the scale:

A- Honesty and its indicators:

Honesty means that the scale measures the property for which it was developed, and the validity of the scale provides us with direct evidence of its suitability to carry out its function and achieve the purposes for which it was developed. (1980, p. 39) and to verify the validity of the questionnaire, the researcher adopted the apparent validity.

Virtual validity

: Where this type of honesty is based on the extent to which the scale implements the different fields or branches of the ability or characteristic that it measures, as well as on the balance between them so that it becomes pronunciation that the content of the scale is true provided that it represents the characteristic to be measured (Al-Maidani, 1999, p. 158).

And to verify the apparent validity of the questionnaire by presenting the questionnaire's paragraphs to a group of experts in education and psychology to judge the validity of its paragraphs to measure the concept of shyness, as mentioned previously in the validity of the paragraphs, as he obtained a percentage of agreement (100%) on its use as in Appendix No. (3). The clarity of its instructions and paragraphs from the respondent was also achieved when the exploratory application of the questionnaire's paragraphs.

B- Stability and its indicators:

Stability means consistency in measuring the thing measured by the measuring tool (Melhem, 2006, p. 248). Calculating stability is one of the characteristics of a good scale because it affects the consistency of the scale's paragraphs in measuring what the scale is supposed to measure with an acceptable degree of accuracy (Awda, 1993, p. 235).

The reliability coefficient was calculated using the retest method:

The researcher applied the questionnaire tool to the sample of (100) teachers and schools, and after two weeks of applying the first test, it was found that the correlation coefficient is (0.81), which is an acceptable correlation coefficient, and thus the tool is ready for application.

Statistical means :The researcher used the following statistical methods in line with achieving the research objectives:

1. Weighted mean.
2. Weight percentile.

Presentation and discussion of the results:

The current research aims to identify the ethics of the profession for secondary school principals, as this chapter deals with the presentation of the results that were reached in accordance with the objectives set in the first chapter, in addition to discussing them in the light of the theoretical framework and previous studies, leading to recommendations and proposals, where the results of the research showed high rates represented by the weighted mean. And the percentage weight as in Table No. (1) and thus the questionnaire was applied to (100) teachers and schools for the purpose of answering the questionnaire's paragraphs.

Table (1) Weighted mean, percentile weight, and estimates of the concept of professional ethics for each of the scale items, and their descending order

Right percentile	Weighted mean	Scale paragraphs	arrangement	NO.
98,6	4,93	He feels that the school is his property, and that the students are his children, and he is keen on their safety	1	1
97,4	4,87	He feels fully responsible for any mistake he makes	2	2
97	4,85	It works to be a shared responsibility within the school	3	10
96,8	4,84	He tries to pay the management's work on his behalf if he is assigned to do it	4	11
95,4	4,77	He has affection towards students	5	25
95,2	4,76	Dedicated to school	6	15
95,2	4,76	Works affectionately with other teachers	7	24
95	4,75	He has good conduct and behavior in his profession	8	17
94,8	4,74	He loves, respects, and defends his profession	9	8
94,8	4,74	He finds it difficult to take responsibility for the decisions made by him while working	10	12
93,6	4,68	He does not care about any harm incurred in the school or on the students in the lesson	11	3
93,2	4,66	Promotes a culture of honesty and dedication to work among professors	12	16
93,2	4,66	Students are evaluated on the basis of the effectiveness of their performance, achievements and activities, not on personal whims	13	20
92	4,60	He does not participate in committees and monitors inside the school	14	4
91,2	4,56	Dealing humanely with students and teachers	15	28
91	4,55	Ensures that all students participate in the lessons	16	19
90,6	4,53	He prefers advice rather than harsh punishment	17	27
90,4	4,52	He is honest in his dealings with students	18	14
89	4,45	He works to participate in the school himself	19	22
85	4,25	Participates in outdoor activities in a high spirit, and defends the school's reputation	20	5
85	4,25	Provides advice and guidance when necessary	21	26
83	4,15	He does not care about financial returns when performing duties	22	23
80,6	4,03	Strictly adhere to the rules and regulations and adhere to the school	23	29
80,4	4,02	It seeks to protect students without exception from any abuse	24	30
79	3,95	He takes the initiative to provide a high level of services and educational supplies	25	7
77,2	3,86	act responsibly	26	13
63	3,15	Refrain from lying or deceiving	27	18
59	2,95	He respects the opinion of other teachers if it is contrary	28	21

Weight percentile	Weighted mean	Scale paragraphs	arrangement	NO.
		to his opinion, and is true to them		
57	2,85	He doesn't give all the effort and time he deserves in school	29	9
50	2,50	He tries to deceive the teachers at school	30	15

Where it is clear from the table that there are morals and work among the teachers of secondary schools, and this is clear through the percentages shown by the weighted mean and weight percentile.

Interpretation of the results: This result, which was reached through the current research, can be explained that the principals of secondary schools have professional ethics. The generations and the prestigious and respected social status they enjoy in society, and this generates their desire to work and their love and dedication to their work. This result agreed with the results of many studies, such as the study of Joseph (2004) and the study of Flemban.

Recommendations:

- 1School principals must adopt the method of holding the negligent accountable in light of the disciplinary standards stipulated in the instructions of the Ministry of Education.
- 2Balance between the administrative side and the ethical side in the work of school principals, and not focusing on one side and neglecting the other side, which negatively affects their work.
- 3- School principals must adopt the method of holding the negligent accountable in light of the disciplinary standards stipulated in the instructions of the Ministry of Education.
- 4- The necessity for school principals to focus on the laws and traditions of the profession as an essential part of their work, as is the case between them and the faculty members in schools.

1- Suggestions:

- 2- -1Conducting a study on the ethics of administrative work and its relationship to the job performance of middle school principals from the point of view of the school's faculty members
- 3- -2Conducting a comparative study on the ethics of administrative work among the deans of faculties of Iraqi universities.
- 4- -3Conducting a study on the reasons behind the weakness of the technical and administrative aspect of primary school principals

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The names of the experts who answered the paragraphs of the professional ethics questionnaire They are arranged according to their degrees

Specialization	Workplace	Expert name And the scientific title	no
l guidance	Diyala University/ College of Education for Human Sciences	Mr. Dr. Salem Nouri Sadiq	1
educational guidance	Diyala University/ College of Basic Education	Mr. Dr. Laith Karim Hamad	2
psychology	Diyala University/ College of Basic Education	Mr. Dr. Muhannad Muhammad Abdul Sattar	3
education basics	Ministry of Higher Education	M. Mowaffaq Kazem Mahdi	4
psychology	Diyala University/ College of Education for Human Sciences	Prof. Dr. Haitham Ahmed Ali	5