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| Research Article

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The Importance of Information Technology in Improving the Quality of Job Performance of Employees in the Educational Supervision Directorate

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Abstract: The research aims to analyze and understand the relationship between the explanatory variable ((information) technology) with its dimensions (data acquisition, processing, storage, and transmission) and the respondent variable ((job performance) quality) with its dimensions (continuous improvement, focus). The problem was represented by the following question (What is the relationship between (information) technology and (job performance) quality?) The importance of its clear role in enhancing the quality of ((job performance)) among employees was clarified. The research sample consisted of (55) respondents from the study community, represented by employees of the Educational Supervision Directorate in Najaf Governorate. The questionnaire was used, and statistical tools were used, including linear regression and correlation coefficient. A set of conclusions were obtained, including (the existence of a significant role for (information) technology in enhancing the quality of ((job performance)) among employees, meaning that the more attention is paid to (information) technology in the Educational Supervision Directorate in Najaf Governorate, in facilitating and simplifying administrative and educational processes, providing information and data accurately and quickly, and improving communication and coordination between educational supervisors and schools, the more this leads to enhancing the quality of (job performance) among (Employees). The recommendations included the establishment and activation of a comprehensive electronic educational information management system, including a central database for schools, supervisors, and students, an electronic correspondence system, and an electronic portal for schools and supervisors. This system enables the efficient exchange of data and information and provides accurate reports and analyses to support educational decision-making.

Key words: (information) technology, quality of (job performance), Directorate of Educational Supervision in Najaf Governorate.

Introduction

The world is currently witnessing a massive technological revolution, which has brought about radical changes in various aspects of life, including the field of education. (information) technology has become an essential tool for improving the quality of education and enhancing (job performance) in educational institutions.

(information) technology is defined as the set of tools and technologies used to collect, store, process, and transmit data. These tools and technologies include computers, software, the Internet, and databases.

(job performance) is one of the most important factors affecting the quality of education and indicates the extent to which an employee achieves their job objectives and tasks. Educational institutions seek to improve the (job performance) of their employees by providing a stimulating work environment, providing continuous training and development, and utilizing modern technology. Educational supervision plays a vital role in improving the quality of education, as it seeks to develop teacher performance, improve curricula, and provide the necessary support to schools. With the growing importance of (information) technology, it has become necessary to keep pace.

1- Methodology

1-1- Research Problem and Questions

The Educational Supervision Directorate in Najaf Governorate faces several challenges that affect the quality of (job performance) of its supervisors. These challenges include:

- Weak use of (information) technology: The use of (information) technology in the Educational Supervision Directorate remains limited, as supervisors rely heavily on traditional methods to perform their duties.
- Lack of training: Supervisors suffer from a lack of training in the use of (information) technology, which limits their ability to utilize this technology in their work.
- Limited infrastructure: The directorate suffers from limited (information) technology infrastructure, such as a lack of computers and internet networks.
- Difficulty accessing data: Supervisors face difficulty accessing the data and information they need for their work, which hinders their ability to make appropriate decisions.
- Poor communication: Supervisors suffer from poor communication with schools and teachers, which affects their ability to provide the necessary support.

The research problem can be summarized as follows: "What is (information) technology and its role in enhancing the quality of ((job performance)) among employees in the Educational Supervision Directorate?" The following sub-questions branch out from this question:

1- Does the Educational Supervision Directorate in Najaf Governorate adopt (information) technology to achieve the desired quality of (job performance)?

2- What is the level of quality of (job performance) in the Educational Supervision Directorate in Najaf Governorate?

3- Is there a relationship between (information) technology and quality of (job performance) in the Educational Supervision Directorate in Najaf Governorate?

4- Does (information) technology have an impact on the quality of (job performance) in the Educational Supervision Directorate in Najaf Governorate?

1-2- Research Importance

1- The novelty of the research variables, which necessitates theoretical discussion and the possibility of applying them practically.

2- The growing importance of (information) technology in all aspects of life, including education.

3- The need to improve the quality of (job performance) in educational supervision directorates to raise the level of education.

4- The paucity of studies addressing this topic in the Iraqi context, especially in Najaf Governorate.

5- The possibility of applying research results to developing work mechanisms in the Educational Supervision Directorate.

1-3- Research Objectives

1- To identify the prevailing reality of (information) technology in the Educational Supervision Directorate in Najaf Governorate and attempt to measure it to reveal the extent of its consistency with the current research.

2- To identify the reality of the Educational Supervision Directorate in Najaf Governorate in terms of its investment in quality (job performance) and the extent to which it aligns with its prestigious position.

3- To measure the correlation of (information) technology with quality (job performance) in the Educational Supervision Directorate in Najaf Governorate.

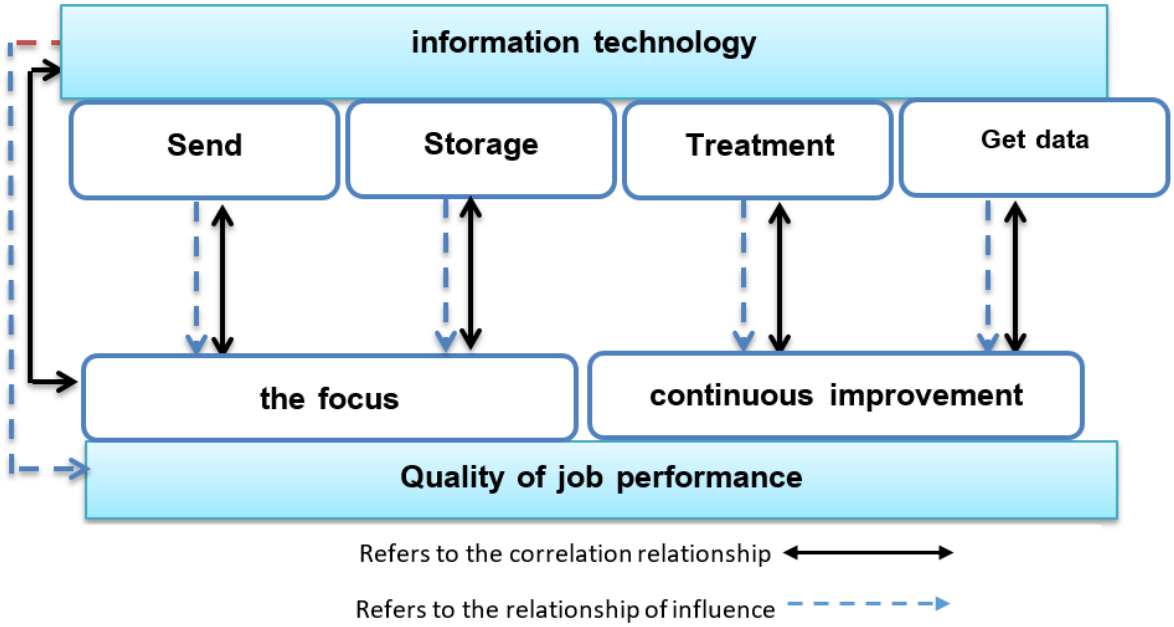
4- To measure the impact of (information) technology on quality (job performance) in the Educational Supervision Directorate in Najaf Governorate.

1-4- Research Model

A hypothetical diagram was structured to illustrate the relationship between (information) technology andThe quality of (job performance) was formulated based on the relevant administrative literature related to the research area (organizational theory and organizational behavior). This diagram includes the following:

1. The independent variable (X): This represents the dimensions of (information) technology (data acquisition, processing, storage, transmission).

2. The dependent variable (y): This represents the dimensions of (job performance) quality (continuous improvement, focus). As illustrated in Figure (1):



***Source: Prepared by the researcher based on the mentioned sources.**

Figure (1) Research model

1-5- Research Hypotheses

1. The first main hypothesis (H1) states, "There is a significant relationship between the independent variable, (information) technology, and the responding variable, (job performance) quality." The following sub-hypotheses branch out from it:

- (H1-1) There is a significant relationship between the data acquisition dimension and the responding variable, (job performance) quality.
- (H1-2) There is a significant relationship between the processing dimension and the responding variable, (job performance) quality.
- (H1-3) There is a significant relationship between the storage dimension and the responding variable, (job performance) quality.
- (H1-4) There is a significant relationship between the self-reporting dimension and the responding variable, (job performance) quality.

2. The second main hypothesis (H2) states, "There is a significant effect between the independent variable, (information) technology, and the responding variable, (job performance) quality." The following sub-hypotheses branch out from it:

- (H2-1) There is a significant effect between the data acquisition dimension and the responding variable, (job performance) quality.
- (H2-2) There is a significant effect between the treatment dimension and the responding variable, (job performance) quality.
- (H2-3) There is a significant effect between the storage dimension and the responding variable, (job performance) quality.
- (H2-4) There is a significant effect between the self-reporting dimension and the responding variable, (job performance) quality.

1-6- Research Limits

- The Educational Supervisor Directorate in Najaf Governorate was selected as the study community as it is the nearest and most suitable site to test the research hypotheses and accomplish its key goals. This adds to the study relevance and the possibility for generalisation of the findings.
- Human Boundaries: Selected from a random sampling process, staff members of the Educational Supervisor Directorate in Najaf Governorate were chosen to prevent bias influencing the statistical outcomes at the sample and community levels. The sample comprised fifty-five people.

1-7- Research Mythology

The descriptive inductive approach was followed in the theoretical aspect, and the applied analytical approach was followed in the practical aspect.

1-8- Research Community and Sample:

"Comprising (65) personnel, the research community comprised all staff members of the Educational Supervised Directorate in Najaf Governorate. The following equation (Steven K. Thompson, 2012: 59) helped one to ascertain the suitable sample size.".

$$= \frac{N \times p\,(1 - p)}{\left[\left[N - 1 \times \left(d^{2} \div z^{2}\right)\right] + p\,(1 - p)\right]}$$

N= Population size

z= Standard score corresponding to the significance level of 0.95 equals 1.96

D= Rate of error equals 0.05

P= Rate of property availability and neutrality equals 0.50

"Consequently, it was discovered that the ideal sample size was not less than (55) employees, thus (57) questionnaires were distributed to a random sample, and following the retrieval of (56) questionnaires, with a response rate of (99%), it became evident that the number of valid questionnaires for statistical analysis was (56) questionnaires, which is the necessary number. The demographic elements of the responders are displayed in the following table".

Table (1) Description of the sample of respondents

Categorical variables	Category	Repetitions	%
Gender	Male	35	63.6%
	Female	20	36.4%
	Total	55	100.0%
Academic achievement	Preparatory school or less	11	20.0%
	Bachelor's	20	36.4%
	Diploma	8	14.5%
	Master's	11	20.0%
	Doctorate	5	9.1%
	Total	55	100.0%
Years of service	Less than 5	4	7.3%
	10-6	11	20.0%
	15-11	19	34.5%
	20-16	12	21.8%

	25-21	9	16.4%
	Total	55	100.0%
the age	20-30	7	12.7%
	31-40	6	10.9%
	41-50	22	40.0%
	51-60	12	21.8%
	61- فأكثر	8	14.5%
	Total	55	100.0%

Source: Prepared by the researcher.

2- The Theoretical Framework

2-1- The Concept of (information) technology

The term (information) technology emerged in the early 1950s to refer to the use of electronic computers in government and private industry.

(information) technology encompasses all technologies, computers, software, and communications used by organizations and their individuals to gather the information needed to complete and implement their various activities. This aims to increase their efficiency, effectiveness, and creativity, thereby achieving the organization's strategic objectives, growth, and development. (information) technology is considered a strategic weapon that helps build organizational capabilities by providing the best data and information to enhance its relationships with customers and other organizations. It is described as the technical ability to obtain, process, and exchange data for the purpose of making effective decisions within the organization (Sanders, 2007: 25). Al-Hawasi and Al-Barzanji (2014: 19) define it as all technologies used to collect, store, process, and transmit the results of information analysis, classification, and extraction processes, and to guide users to utilize them in the easiest ways, while ensuring accurate, rapid, and appropriate completion. As for Sharif. Sharif and Awda (2016:179) define (information) technology as a set of technologies represented by entities: hardware components, software, human resources, and procedures used within a framework that organizes the work of these components together to manage data and information effectively. Based on the above, it can be said that (information) technology is all the technology used by contemporary organizations to collect information used to carry out various activities with maximum efficiency and effectiveness, thus achieving excellence and success.

2-2- (information) technology Components

(information) technology components are complex groups of people and technology that rely on the exchange of information, which in some respects takes the form of specialized applications that enhance capabilities and help achieve goals, making them an important resource that cannot be easily imitated. Here are the comments on these components (Al-Hawasi and Al-Barzanji, 2017:31), (Al-Abadi, 2006:40)

1- Hardware and Software Components: These are all tools involved in data processing, such as computers of all types, all equipment and workstations, communication networks, vehicles, and the data storage devices attached to them. Software components are symbolic instructions created by a programmer or user to inform a computer system of the desired action. The physical components can be described simply, representing four main components: input, processing, output, and storage.

2- Human Resources: (information) technology systems are the most important structural element after people. They can be divided into two categories. The first category consists of the majority of people, known as end users, who interact with the application as beneficiaries

of its applications and implementations without delving into the details of their programming process. The second category consists of computer specialists, who design computer hardware and develop various software programs, whether applications or system software.

3- Communication Networks: Communication networks are a means of sending and receiving data and information. They consist of a group of sites located in different locations and linked together in a way that allows the beneficiary to carry out the sending and receiving process. A communications network is a large collection of text documents connected to each other on the Internet. It is called the World Wide Web or the World Wide Web because the many links between the documents that make up the network site overlap like a spider's web. The World Wide Web allows web browsers to transfer all types of information, including programs, news, sounds, video images, and text, using a mouse or keyboard.

4- Databases: A database is a repository containing data, topics, and files that are organized and interconnected. These files are organized into files and stored in magnetic computer containers, independent of the programs that process and use this data. Databases constitute the original or primary source for extracting knowledge and information, and can be continuously added to, modified, and updated to keep pace with emerging changes. This helps managers make sound strategic decisions and perform their work efficiently and effectively.

2-3- (information) technology Jobs

(information) technology specializes in a number of functions stemming from the aforementioned components. These functions can be summarized in the following basic processes: (Anderson & Post, 2000: 122) (Younes, 2007: 25)

1- Data Acquisition: This is the primary function provided by (information) technology through data accumulation and compilation, i.e., the collection of data related to organizational processes and other events related to the external environment, and the recording of this data on physical media such as paper or direct entry into computers through data entry, recording, and editing. Accuracy and quality are important factors in the correct data entry process, and the accuracy and quality of the system's output depend on them.

2- Processing: This refers to performing various arithmetic and logical operations on data and converting them into information, including the conversion, analysis, and compilation of various forms of data or information. Processing includes information processing, text processing, and text documents (including reports, news, and messages), image processing, and audio processing.

3- Storage: This is an information system activity in which data and information are stored in an organized manner for use as output when needed by the user. Storage helps computers store data and information for later use.

4- Information**:** It means using and relying on various media, such as satellites, fiber optics, etc., to transmit information from one location to another.

2-4- The Concept of (job performance)

(job performance) refers to the degree to which an individual completes work tasks. It reflects the degree to which the individual understands or meets the requirements of the job. Performance and effort refer to the amount of energy expended, while performance is measured based on what the individual achieves. For example, a student may put a lot of effort into a test but receive a low grade. In general, the transformation of organizational inputs, such as raw materials, semi-finished products, and machinery, into outputs, which, for goods and services with specific technical specifications and rates, include, the concept of (job performance) expresses "the net effect of an

individual's effort, which begins with competence and awareness of the role or task, and thus indicates the degree to which the tasks that constitute the individual's work are achieved and accomplished" (Abu Shaikha, 2010: 190). In another definition, (job performance) is the state in which an employee performs the tasks and duties assigned to them by the organization or entity for which they work. (Al-Hariri, 12:2012)

2-5- Elements of (job performance)

Performance is made of several components, the most crucial of which are: (Mobaideen, 2011)

1- Knowledge of job needs comprising general knowledge, technical and professional abilities, and a basic background of the job and linked sectors.

2- Quality of work, which shows how well the person understands the job they do; their drive, talents, creativity, and capacity to plan and carry out projects free from error.

3- Work completed: This is the total quantity of work the employee can do under regular working conditions together with the speed with which this can be done.

4- The employee's capacity to accept responsibility for work and accomplish duties on time, their perseverance and dependability—which include sincerity and attention to work—as well as the degree to which this employee requires direction and advice from superiors..

2-6- Dimensions of (job performance)

1- Continuous Improvement

Continuous improvement is one of the fundamental pillars of (job performance) quality, as it refers to the constant pursuit of developing and improving processes, procedures, and results. Continuous improvement includes several elements, including: (Mondy & Robert, 2012: 121)

- Identifying strengths and weaknesses in performance.
- Developing plans and programs for development and improvement.
- Monitoring and evaluating improvement results.
- Sharing experiences and knowledge.

The importance of continuous improvement:

- ✓ Increasing efficiency and effectiveness at work.
- ✓ Improving the quality of products and services.
- ✓ Reducing costs and waste.
- ✓ Increasing customer satisfaction.
- ✓ Increasing the organization's competitiveness.

2- Focus

Focus refers to an employee's ability to direct their efforts and energies toward specific tasks and goals, avoiding distractions and distractions. Focus includes several elements, including: (Casio, 2013: 46)

- ✓ Setting priorities.
- ✓ Effective time management.
- ✓ Avoiding interruptions and distractions.
- ✓ Maintaining mental focus.

The importance of focus:

- ✓ Increasing productivity and efficiency at work.
- ✓ Improving the quality of results.
- ✓ Reducing errors and waste.
- ✓ Increasing job satisfaction.
- ✓ Achieving goals on time.

3- The Practical Aspect

3-1- Tests of Scale Reliability and Normal Distribution:

Sekaran & Bougie (2016) used Cronbach's alpha test to assess questionnaire reliability, consistency, and consistency across time periods. A value of 0.70 or higher indicates reliability.

- ➢ To achieve accurate results that accurately represent the study population, use a statistical approach that matches the data gathered and its distribution. The study factors were tested. Based on (Hair et al., 2010), most research recommend kurtosis and skewness coefficients between +1.96 and 1.96. This means data are regularly distributed"

Table (2): Reliability coefficient and normal distribution of dimensions and items

Variables	Dimensions	Number of paragraphs	stability coefficient	Skewness	Kurtosis
(information) technology	Data Acquisition	4	91.7%	1.733	-1.751
	Processing	4	83.7%	0.876	-0.872
	Storage	4	88.4%	1.648	-1.667
	Transmission	4	90.9%	1.329	-1.321
All paragraphs of IT dimensions		16	88.7%	1.397	-1.403
Quality of (job performance)	Continuous Improvement	4	88.3%	1.761	-1.696
	Focus	4	87.9%	1.489	-1.531
All paragraphs of the dimensions of (job performance) quality		16	88.1%	1.625	-1.614

"Source generated by the investigator depending on" on the (SPSS) program.

The scale stability test made it abundantly evident that, both individually and generally, all axes produced acceptable results.

All items of the study variables and their dimensions were normally distributed since all values of the skewness and kurtosis coefficients were within a range of (1.96: -1.96).

3-2- Descriptive Analysis of Sample Responses

"This variable's frequency in the organisation under investigation will be assessed using descriptive analytic tests such the a mean, standard deviation, coefficient of variation, and relative relevance. The hypothetical mean (3) was chosen based on the research factors ((information) technology, job performance). Any dimension with a hypothetical mean above (3) is acceptable. Otherwise, it's unacceptable. Comparisons will identify the Educational Supervision Directorate in Najaf Governorate's availability, practice, uniformity, and interest in these dimensions and crucial characteristics.".

1- (information) technology Variable:

The table and figure below show the results related to the variable ((information) technology). It is evident that the aforementioned variable achieved a high level of availability and responsiveness,

as the a mean reached (3.583), with a deviation of (0.748), and a C.V of (20.9%), which illustrates the dispersion of values from their a mean, with a relative importance of (70.7%). The (processing) dimension ranked first, having the highest values, while the (transmission) dimension ranked last, having the lowest values. "The following is an overview of the most important results connected" to the sample's responses regarding each dimension of the ((information) technology) variable:

Table (3) Statistical description of the independent variable: (information) technology

	Independent Dimensions	Mean	S.D	relative importance	C.V	Dimensions arrangement
1	Data Acquisition	3.565	0.779	71.3%	21.9%	3
2	Processing	3.663	0.672	73.3%	18.3%	1
3	Storage	3.644	0.698	72.9%	19.2%	2
4	Transmission	3.458	0.843	69.2%	24.4%	4
	Total (information) technology	3.583	0.748	71.7%	20.9%	

"Source: SPSS.V.26 outputs".

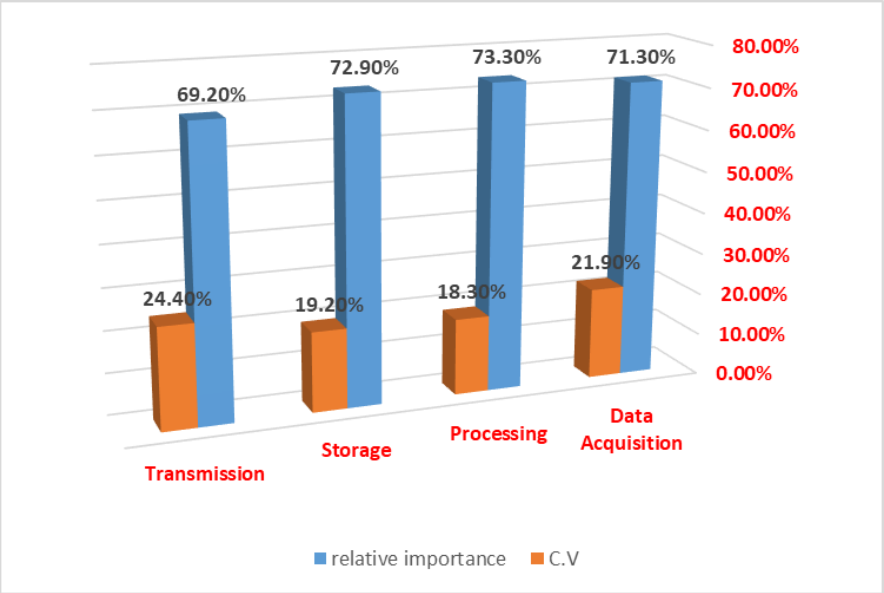


Figure (2) Statistical description of the independent variable: (information) technology

"Source: SPSS.V.26 outputs".

2-(job performance) Quality Variable

The table and figure below show the results related to the ((job performance) quality) variable. It reached (3.704), which is higher than the hypothetical mean, with a deviation of (0.758), and a C.V of (20.5%), which illustrates the dispersion of values from their a mean, with a relative importance of (74.1%). The (focus) dimension ranked first, having the highest values, while the (continuous improvement) dimension ranked last, having the lowest values. "The following is an overview of the most important results connected" to the sample's responses regarding each dimension of the ((job performance) quality) variable:

Table (4) Statistical description of the dependent variable: (job performance) quality

ت	Dimensions	mean	S.D	relative importance	C.V	Dimensions arrangement
1	Continuous	3.655	0.784	73.1%	21.5%	2

	Improvement					
2	Focus	3.753	0.732	75.1%	19.5%	1
	Total (job performance) Quality	3.704	0.758	74.1%	20.5%	

"Source: SPSS.V.26 outputs".

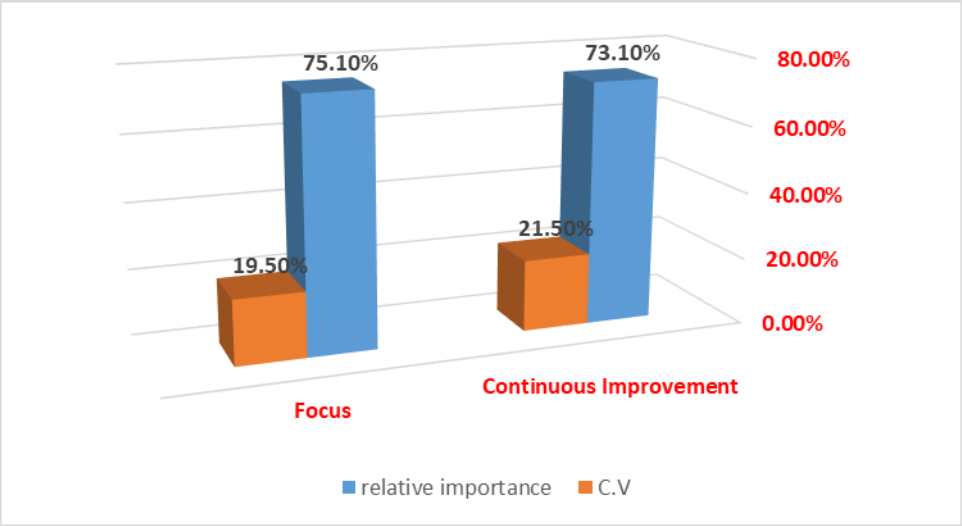


Figure (3) Statistical description of the dependent variable: quality of (job performance)

"Source: SPSS.V.26 outputs".

3-3- testing the study's hypotheses.

These will be tested sequentially as follows:

1- The first main hypothesis (H1): ("The hypothesis states that" there is a "statistically significant relationship "between (information) technology and the quality of (job performance)). The results of the table below indicate the existence of a relationship between (information) technology and the quality of (job performance). The obtained significance level (0.000) is lower than the social science significance level (5%), but the positive and statistically significant correlation value (0.816) is still there. The results support the acceptance of the theory. This suggests that the quality of (work performance) is directly correlated with the level of interest in (information) technology practices within the directorate. It gives rise to the following competing theories:

A- The first sub-hypothesis (H1-1): ("The hypothesis states that" there is a "statistically significant relationship "between data access and (job performance) quality). The results of the table below indicate a correlation between data access and (job performance) quality. The correlation value reached (0.735), which is positive and statistically significant based on the achieved significance level (0.000), which is smaller than the significance level for the social sciences (5%). Based on these results, the hypothesis is accepted. This indicates that the greater the directorate's interest in data access will lead to enhanced (job performance) quality.

B- The second sub-hypothesis (H1-2): ("The hypothesis states that" there is a "statistically significant relationship "between treatment and the quality of (job performance)). The results of the table below show the existence of a relationship between treatment and the quality of (job performance), if the correlation value reached (0.762), which is positive and statistically significant depending on the achieved significance level (0.000), which is smaller than the significance level for social sciences (5%), and based on these results the hypothesis is

accepted, and this indicates that the more attention the studied directorate pays to data processing, the better the quality of (job performance) will be.

C- The third sub-hypothesis (H1-3): ("The hypothesis states that" there is a "statistically significant relationship "between storage and the quality of (job performance)). The results of the table below show the existence of a relationship between storage and the quality of (job performance), as the correlation value reached (0.826), which is positive and statistically significant depending on the achieved significance level (0.000), which is smaller than the significance level for social sciences (5%), and based on these results the hypothesis is accepted, and this indicates that the more interest the studied directorate has in data storage, the better the quality of (job performance) will be.

D- The fourth sub-hypothesis (H1-4): ("The hypothesis states that" there is a "statistically significant relationship "between transmission and the quality of (job performance)). The results of the table below show the existence of a relationship between transmission and the quality of (job performance). "Since the significance level (0.000) is lower than the social sciences' 5% significance threshold, the correlation value (0.813) is positive and statistically significant. The notion is supported by these data. This suggests that work performance improves when the directorate under consideration pays more attention to data transmission").

Table (5) Correlation between (information) technology and the quality of (job performance).

Quality of (job performance)		
(information) technology	**Pearson Correlation**	**0.816 ****
	Sig. (2-tailed)	**0.000**
Data Acquisition	**Pearson Correlation**	**0.735****
	Sig. (2-tailed)	**0.000**
Processing	**Pearson Correlation**	**0.762****
	Sig. (2-tailed)	**0.000**
Storage	**Pearson Correlation**	**0.826****
	Sig. (2-tailed)	**0.000**
Transmission	**Pearson Correlation**	**0.813****
	Sig. (2-tailed)	**0.000**

"Source: SPSS.V.26 outputs".

3-4- Impact Hypotheses

1. The first main hypothesis (H1): The sixth main hypothesis states: ("There is a statistically significant impact" of (information) technology on the quality of (job performance)).

To verify this theory, a structural model was created to explain the kind and nature of the relationship between (information) technology and the quality of (job performance). The figure below shows the structural structure of the direct impact of (information) technology on the quality of (job performance). Table (6) below indicates that the more the directorate studied focuses on (information) technology, the more the quality of (job performance) increases. In other words, increasing (information) technology by one unit leads to a high level of increase in the quality of (job performance) with a standard weight of one (0.855"The researchers assumed a value of 5% for tabular statistical significance in the social sciences, but the achieved significance level of 0.000 is smaller. The critical value is 12.157, and the standard error is 0.076, so it is statistically significant. All things considered, we may accept the alternative hypothesis and reject the null. The rising popularity of (information) technology is evident from this in the directorate studied leads to an increase"e in the quality of (job performance).

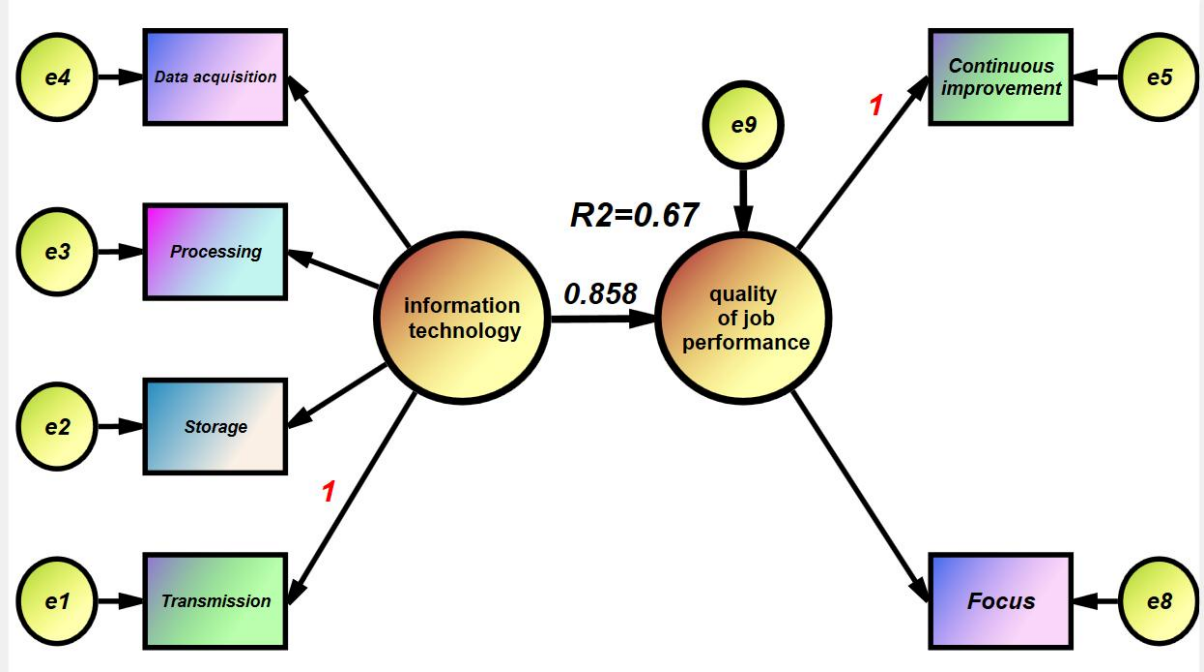


Figure (4) The structural model of (information) technology in the quality of (job performance)

"Source: Based on the outcomes of the statistical application "AMOS.V.26," the researcher prepared this document.".

The results of the table below indicate that (information) technology contributes to a low level of explanation (66.5%) of the increase in (job performance) quality, while the remaining value is due to factors not included in the study.

Table (6) Final results of the direct impact between (information) technology and (job performance) quality

path			Standardized assessment	Standard error	critical value	R2	Sig.
(information) technology	→	(job performance) quality	0.855	0.076	12.157	66.5%	0.000

"Source: Based on the outcomes of the statistical application "AMOS.V.26," the researcher prepared this document.".

the following sub-hypotheses emerge from the main hypothesis:

A. **first sub-hypothesis (H1-1): the first "sub-hypothesis states": "there is a statistically significant effect" of data acquisition on the quality of (job performance) in its dimensions (continuous improvement, focus).**

the table below indicates a significant effect of data acquisition on the quality of (job performance) in its dimensions (continuous improvement, focus)." the more the directorate under study focuses on data acquisition, the higher the quality of (job performance). in other words, increasing data acquisition by one unit leads to an increase in the quality of (job performance) by a standard weight of (0.712), in addition to its statistical significance, based on the achieved significance level of (0.000), which is smaller than the tabular statistical significance value for the social sciences assumed by the researchers, which is (5%), with a critical value of (8.866) and a standard error of (0.102). based on the above, the alternative hypothesis is accepted and the null

hypothesis is rejected. this indicates that the directorate under study's increased interest in data acquisition leads to an increase in quality. (job performance).

B. second sub-hypothesis (H2-2): the second "sub-hypothesis states": "there is a statistically significant effect" of treatment on the quality of (job performance) in its dimensions (continuous improvement, focus).

the table below indicates a significant effect of treatment on the quality of (job performance) in its dimensions (continuous improvement, focus). that is, the more the directorate under study focuses on treatment, the greater the quality of (job performance). in other words, increasing treatment by one unit leads to an increase in the quality of (job performance) by a standard weight of (0.789) and a critical value of (11.442). this is "in addition to its statistical significance, based on the achieved significance level of (0.000), which is smaller than the tabular statistical significance value for the social sciences assumed by the researchers, which is (5%), and a standard error of"0.081). based on the above, the alternative hypothesis is accepted and the null hypothesis is rejected. this indicates that the directorate under study's increased interest in treatment leads to an increase in the quality of (job performance).

C. third sub-hypothesis (H2-3): the second "sub-hypothesis states": "there is a statistically significant effect" of innovation on the quality of (job performance) in its dimensions (continuous improvement, focus).

the table below indicates a significant effect of innovation on the quality of (job performance) in its dimensions (continuous improvement, focus). that is, the more the directorate under study focuses on warehousing, the higher the quality of (job performance). in other words, increasing warehousing by one unit leads to an increase in the quality of (job performance) by a standard weight of 0.828 and a critical value of 13.543. this is in addition to its statistical significance, based on the achieved significance level of 0.000, which is smaller than the tabular statistical significance value for the social sciences assumed by the researchers, which is 5%, and a standard error of 0.054. based on the above, the alternative hypothesis is accepted and the null hypothesis is rejected. this indicates that the directorate's increased attention to warehousing under study, storage leads to an increase in the quality of (job performance).

D. fourth sub-hypothesis (H2-4): the second "sub-hypothesis states": "there is a statistically significant effect" of dispatch on the quality of (job performance) in its dimensions (continuous improvement, focus).

the table below indicates a significant effect of dispatch on the quality of (job performance) in its dimensions (continuous improvement, focus). that is, the more the directorate under study focuses on dispatch, the higher the quality of (job performance). in other words, increasing dispatch by one unit leads to an increase in the quality of (job performance) by a standard weight of (0.799) and a critical value of (9.512). this is "in addition to its statistical significance, based on the achieved significance level of (0.000), which is smaller than the tabular statistical significance value for the social sciences assumed by the researchers, which is (5%), and a standard error of"0.072). based on the above, the alternative hypothesis is accepted and the null hypothesis is rejected. this indicates that increased attention the directorate under study is reporting an increase in (job performance) quality.

as the results of table (7) below show, (information) technology contributes to explaining 65.0% of the increase in (job performance) quality, while the remaining value is attributed to factors not included in the study.

Table (7) final results of the direct impact of (information) technology on (job performance) quality in its dimensions (continuous improvement, focus)

Path			Standardized assessment	standard error	critical value	R2	Sig.
Data acquisition	<---	(job performance) quality	0.712	0.102	8.866	65.0%	0.000
Processing	<---	(job performance) quality	0.789	0.081	11.442		0.000
Storage	<---	(job performance) quality	0.828	0.054	13.543		0.000
Transmission	<---	(job performance) quality	0.799	0.072	9.512		0.000

"Source: Based on the outcomes of the statistical application "AMOS.V.26," the researcher prepared this document.".

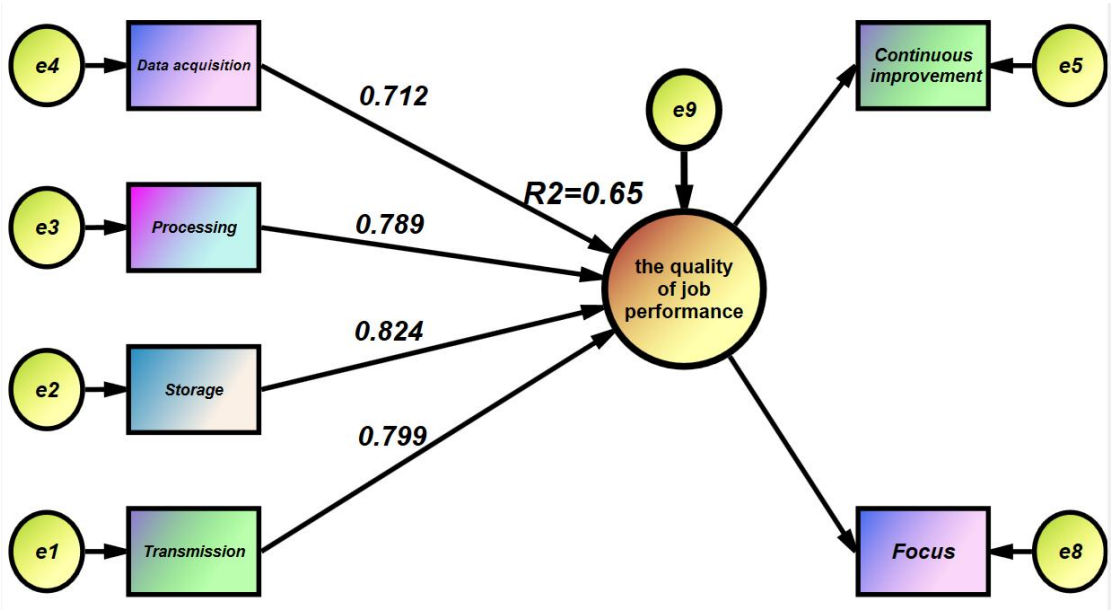


Figure (5) The final results of the direct impact of (information) technology on the quality of (job performance) in its dimensions (continuous improvement, focus).

"Source: Based on the outcomes of the statistical application "AMOS.V.26," the researcher prepared this document.".

4- Conclusions and Recommendations

4-1- Conclusions

1. Interest in (information) technology components was moderate to high, as most respondents' answers to most items were neutral to agreed. This indicates the need for increased attention to (information) technology by the directorate studied.
2. There is moderate to high interest in (job performance) quality, as most of the study sample's answers were neutral to high. This indicates a need to enhance the quality of (job performance) in the directorate studied.

3. The correlation analysis between (information) technology and (job performance) quality shows that it was high, positive, and significant. This indicates that the greater the interest in (information) technology components at the Educational Supervision Directorate in Najaf Governorate, the greater the improvement in (job performance) quality.
4. There is a statistically significant effect between (information) technology and (job performance) quality, which explains that increased interest in (information) technology leads to increased (job performance) quality.

4-2- Recommendations

As a researcher, I offer the following recommendations to the Directorate of Educational Supervision in Najaf Governorate to enhance the quality of (job performance) through (information) technology in its four dimensions:

1. Data Acquisition

- ✓ Develop a comprehensive electronic system: Establish a central database to record data on schools, supervisors, and students, and update it periodically.
- ✓ Use electronic questionnaires: Collect data from schools, supervisors, and students via easy-to-use electronic questionnaires.
- ✓ Activate a self-evaluation system: Encourage schools to use electronic self-evaluation systems to evaluate their performance and identify strengths and weaknesses.
- ✓ Utilize open data: Use open data available from various sources to analyze the educational situation in the governorate.

2. Data Processing

- ✓ Implement data analysis systems: Use data analysis systems to accurately extract and analyze key performance indicators.
- ✓ Prepare periodic reports: Prepare periodic reports on the performance of schools and supervisors and present them to decision-makers.
- ✓ Use artificial intelligence: Apply artificial intelligence techniques to analyze data and predict potential problems.
- ✓ Provide the necessary training: Provide the necessary training for supervisors and staff on the use of data analysis systems.

3. Data Storage

- ✓ Providing a secure infrastructure: Providing a secure infrastructure for storing data and protecting it from hacking and damage.
- ✓ Implementing backup systems: Implementing data backup systems to ensure data is not lost in the event of an emergency.
- ✓ Defining access permissions: Defining data access permissions to ensure unauthorized access.
- ✓ Using cloud computing: Using cloud computing services to store data securely and efficiently.

4. Sending Data

- ✓ Developing an electronic correspondence system: Developing an electronic correspondence system between the Educational Supervision Directorate, schools, and supervisors.
- ✓ Using email: Using email to send reports, correspondence, and important information.

- ✓ Creating an electronic portal: Creating an electronic portal for schools and supervisors to access information and electronic services.
- ✓ Activating a notification system: Activating a notification system to send alerts and important information to schools and supervisors.

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