

Career Path Management and its Impact on Work Stress (For Workers at Tikrit Teaching Hospital)

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Abstract: This study seeks to determine the relationship of career path management and work stress at Tikrit Teaching Hospital (Tikrit). In order to reach the goal of the study, reliance was placed on the method of comparison and inference, and the questionnaire method as a tool for obtaining information. (187) questionnaires were distributed to employees in the hospital under study. (183) questionnaires were retrieved, of which (179) questionnaires were valid for analysis. Then a statistical study was conducted for the purpose of to explain this relationship, the researcher adopted the Pearson correlation coefficient.

The researcher concluded that there is a direct link between career path management and work pressures at Tikrit Teaching Hospital. Several suggestions and recommendations were also reached, which would contribute positively to helping reduce work pressures in public sector companies.

Key words: career path management, work stress, Tikrit Teaching Hospital.



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1. Introduction

Increased confrontation with the working climate needs to make changes permanently to keep pace. All companies do not operate in an isolated environment and are affected by all developments in the outside working community, it is therefore incumbent upon the management of the workforce to improve and develop work by disseminating harmonization between individuals and their occupations by relying on the management of the employee's career path. Career management is the fundamental pillar for creating conformity between the worker and the task entrusted to him, Career management contributes by reducing work pressures that have become indisputable manifestations of productive enterprises to expand the scope of business and the significant cognitive development through which workers are under pressure to keep up with higher production and other professional pressures affecting their performance, The career tracking and guidance of the employee is carried out by managing his career in accordance with

the applicable laws and procedures. This is done by subjecting him to continuous training and development. The career management contributes to the development of a fair system of wages, the acquisition of remuneration, promotion and the distribution of tasks in order to ensure the progress of work and the satisfaction of workers. In order to address the work pressures that are the most important obstacle to an employee's life, it is necessary to study the career path and help guide him to alleviate the accumulated pressures from both the internal job climate and the outside community. This study examined the role of career management and its impact on the work pressures of staff at Tikrit Education Hospital as a field research to address this issue.

2. Research methodology and previous studies

2.1 Research methodology

2.1.1 Research Problem and Questions

The researcher conducted an exploratory study to find out the reality of the career path and work pressures at Tikrit Teaching Hospital. She surveyed the opinions of (30) workers in the hospital under study to measure the degree of impact of career path management in reducing job stress for employees in the institution under study. She asked the following questions: Based on repeated observations, the researcher noticed the employees' unwillingness to assume new responsibilities. Through direct interviews with some employees, the researcher noticed complaints regarding the promotion system in the company under study due to the lack of compatibility between the job and the practical qualifications and the management's reliance on external recruitment, it was pointed out that there was no justice and equality in the promotion system, which was a career dimension.

Through the above and in addition to reviewing and surveying some of the previous inconsistent research of the content and effective role of career management by developing and improving the performance of employees in institutions and achieving the job satisfaction of employees, The researcher found that many researchers have referred to the role of career path in its dimensions (training and composition, promotions, wages and incentives) in alleviating work pressures and improving the performance of workers as a study (blessed and marginal, 2021), and a study (locally, 2022), which led the researcher to study the reality of work progress and the pressures of working for workers in government establishments The study's problematique can be characterized by the following basic question:

What is the role of career management in reducing the stress of working at Tikrit Teaching Hospital?

This problem has the following questions:

- What is the career management of Tikrit Teaching Hospital?
- What are the requirements for activating career management at Tikrit Teaching Hospital?
- Is there a relationship between career management and the stress of working at Tikrit Teaching Hospital?

2.1.2 Research Objectives

- (1) Determining the reality of career path management at Tikrit Teaching Hospital.
- (2) Determine the needs for activating the career path management at Tikrit Teaching Hospital
- (3) Assigning the task of managing career path and work stress at Tikrit Teaching Hospital.

2.1.3 The importance of research

2.1.3.1 The importance of theory

Stemming from the importance of the variables that we will address, career management is considered according to a scientific study, one of the most prominent and most relevant topics in the current situation of Iraq's enterprises with economic and political conditions that have increased labor pressures on workers has led to a decline in the performance of enterprises. Career management is both an objective and a means of improving the performance of enterprises. The importance of the study is to achieve the impact of career management on job pressures. Fe-B”).

2.1.3.2 Scientific importance

The researcher attempts to introduce the concept of career path management and the degree of its practice in public sector companies, introduce it to government sector companies in Iraq, raise awareness of the importance of its application, and provide an information base on the importance of reducing work pressures, the role of the career path in activating it, and the level of benefit from its implementation, Then, we emphasize the implementation of the required developments based on scientific foundations in order to raise the degree of commitment to implementing career path management, which contributes to alleviating work pressures, improving the performance of institutions, achieving goals, and identifying the reasons affecting their implementation through the contributions that the study will make on this subject.

2.1.4 Research Hypotheses

(1) Main hypothesis: There is no moral correlation between career management and work pressures at Tikrit Teaching Hospital.

The following secondary assumptions derive from the previous assumption:

(2) Secondary presumption: There is no moral divergence between training and training and the pressures of working at Tikrit Teaching Hospital.

(3) Second secondary assumption: There is no moral link between promotions and work pressures at Tikrit Teaching Hospital.

(4) Third secondary presumption: There is no moral correlation between remuneration, wages and work pressures at Tikrit Teaching Hospital.

2.1.5 RESEARCH METHODOLOGY

The methodology was used to describe and analyses the study variables based on the initial data collected, as well as the secondary data available; Through a questionnaire organized through a researcher's review of published literature, 187 researchers were distributed to an intentional sample, from which he recovered 183, and 179 were analytical.

2.2 Previous studies

2.2.1 Research (Privatized, 2022) entitled: The impact of career planning and development on improving the performance of the employees of the Public Authority for Applied Education and Training in Kuwait

This research sought to reveal the effectiveness of the planning and development of the course of action by improving the performance of the employees of the General Authority for Practical and Qualifying Teaching in Kuwait. The descriptive and analytical method was used, and the data was provided on the basis of the form as a tool for study, to address the information, the researcher relied on descriptive statistical methods and the SPSS statistical package program. The research reached a range of outcomes, the most important of which is the relationship between career planning and the performance of the employees of the facility in question.

2.2.2 Research (Mahla, 2022) titled: The Role of Career Management in Achieving Organizational Loyalty of Syrian Arab Red Crescent Volunteers - Latakia Branch.

The study aimed to study the role of career management hubs by reaching organizational loyalty. The description and analysis methodology was used to describe the phenomenon and obtain comprehensive data to interpret and address the hypotheses of the study. The data were collected based on the personal interview method. In addition to designing and distributing a form for a sample estimated at 154, a series of results have been reached, the most important of which is a moral link between the management of the career and the attainment of organizational loyalty to the facility in question.

2.2.3 Research (Opish et al., 2022) entitled: The Impact of Work Pressures on the Functioning of Field Study Workers of ENASEL.

The study aimed to determine the proportion of job pressure faced by employees in the institutional sector the impact of work stress on their performance, relied on a description and analysis approach, and obtained data based on identification as a study tool, the form was distributed to (40) individual members of the research sample. To process information, the methods of descriptive statistics and the SPSS statistical package programmer were relied upon. A series of results were achieved, notably the workload affecting the functioning of the employees of the company in question. The pay system also affects the performance of the employees of the institution in question.

2.2.4 A study (Mubaraki and Mahshi, 2021) entitled: The impact of career path planning on employee performance, a case study of employees at Hama Lakhdar University in El Oued.

This research sought to detect the effectiveness of career planning on the performance of employees, and the researcher has used the method of analysis and description to study the problem, by preparing a form as a means of research, distributed to a sample of employees at the university amounted to (50) single, The researcher also adopted the SPSS Social Science Health Package Program, to measure research hypotheses, and a series of conclusions were reached, notably that career planning is an influential factor in the university, representing the main base for the development of its employees' work.

2.2.5 A Study (Mwashila, 2017) The Influence of Career Development on Academic Staff Performance in Kenyan Public Universities in Coast Region.

The study aimed at evaluating career development on the educational staff of Kenya's official universities and determining the impact of planning and mentoring for faculty members. The description curriculum was based on the social survey method by sample research selected from the research environment. The SPSS Social Science Statistical Packages Programmed was approved, and a series of outcomes were reached, the most important of which was the relationship between professional progress and the work of the employees of the institution in question.

2.2.6 A Study (Abu Bakir, 2019) Career Path Management between the Theory and Application: Measuring its Relationship with Satisfying Employees' Needs: A Study on the Jordanian Commercial Banks.

The study aimed to assess the degree to which Jordan's commercial banks depend on career management, determine their ability to meet workers' needs, and assess the relationship between career management and satisfying the needs of the staff of the institution in question, the analysis and description, based on the form as a basic means, adopted the SPSS Social Science Statistical Packages Program. The researcher reached several findings, most notably a link between career management and meeting the needs of the physiological and social workers and self-realization.

2.3 Areas of utilization of previous studies

This study differs from the previous ones in that it relies on managing the independent variable of job activity by reducing work pressures, while studying the role of career path management, the loyalty model, and work performance. The study, with the independent variable, is similar to the study of (Jeddi, 2018), (Mahalla, 2022), and (Makhseed, 2022). It differed in the dependent variable from the Mahalla study, which relied on the task of managing the career path to achieve organizational loyalty, and the (Jeddi) study, which studied the role of the career path in achieving employee acceptance. This research also differed from previous research in the application environment.

3. Career path management

3.1.1 The concept of career path management

A number of researchers focused on several approaches to defining the career path. They started from the individual approach, which considers that the career path is the jobs that the individual performed in the organization, and the career approach, which depends on the progression in the jobs that the individual held. The organizational approach, which is the career path, has a structural characteristic related to the functional specialization. The career path is a sequence and succession of jobs and fields of work that constitute what the individual does during his career. (Al-Eidani et al., 2020, p. 15).

The career path is also a formal and organized activity that the organization establishes to improve the performance of individuals by increasing and deepening their abilities and skills that affect their future career. (Jeddi, 2011, p. 11).

The researcher agrees with Mahalla that career path management is a method of planning several tasks and functions that an individual performs in order to achieve his goals of career advancement in the organization or outside it by moving to another organization. (Mahalla, 2022, p. 205)

Through the above, we can define several career path management

Sequential procedures and changes in the employee's career history, describing all the professional positions he held from the bottom of the career ladder until reaching retirement age.

3.1.2 Dimensions of career path

It is possible to distinguish between four axes of the career path, shown as follows

- (1) Stimulus: This is done by motivating employees and directing their behavior towards achieving a goal by establishing several external reasons. (Korea, 2013, p34)
- (2) Promotion: Transferring workers from a current task to a task at the higher administrative level contributes to creating better material and moral advantages.
- (3) Rotation: which is considered one of the training methods aimed at transferring employees from one task to another with the aim of empowering them and providing them with diverse knowledge and skills in all functions of the organization. (Mahalla, 2022, p. 205)
- (4) Training: It aims to develop and qualify the company's employees to combat developments during career progression, and to develop their knowledge and skills in scientific ways, compatible with established development plans, by linking the job path to the organization's training path. (Nano, 2017, P97).

3.1.3 The importance of career path management

Career management is important for every member of the organization:

- (1) Career path management works to clarify the organization's goals by determining the performance required of employees, defines jobs and their requirements for them, and shows them alternative opportunities coming in the future.
- (2) Job path management helps identify the qualified workforce to assume administrative positions.
- (3) Established career path management contributes to attracting qualified workforce by improving the organization's image in the labor market.
- (4) It helps employees develop their skills and abilities to raise the level of performance in the organization. (Palade, 2010, p125).
- (5) The career path contributes to reducing expenses resulting from work turnover.
- (6) The career path contributes to achieving acceptance by the organization's employees.
- (7) It helps the organization's management to correctly understand the employees and how to interact with them.
- (8) Establishments contribute to sustainability in the competitive market through permanent education for workers.

3.1.4 Types of career path

Career paths were classified into four tracks: (Mubarak and Mahshi, 2021, p. 10)

- (1) The traditional path: It is the path in which the individual moves upward from the bottom of the career ladder and is then promoted gradually until his service ends and he is referred for retirement. According to the traditional path, the individual is supposed to remain working in the organization from the beginning of his appointment until he reaches retirement age.
- (2) The network path: The network path aims to move the individual from one level to another and within the same level through vertical and horizontal movement within the company's organizational framework, in order to provide him with various skills and experiences that contribute to increasing his chances of promotion in shorter periods of time. The network path is characterized by flexibility as it depends on expansion. Within the scope of specialization to find multiple opportunities and alternatives for promotion.
- (3) Achievement path: Through the achievement path, workers are promoted according to merit in the work, through objective foundations that guarantee the achievement of goals and improved performance. The individual is not required to remain in the position for a specific period, but rather he is promoted to the higher level on the condition of achieving successes and achievements while performing his work without consideration. About his time in office.
- (4) The dual track: The dual track seeks to develop several alternatives for the employees to choose an alternative that suits their abilities, which helps create enthusiasm among the employees and increases their satisfaction rate. This contributes to raising the efficiency of their performance to help the organization achieve its goals, and through this each individual is given A career choice that suits him and enables him to perform his work better. (Tari, 2016, p. 12)

3.1.5 Entities responsible for managing the career path

Three entities responsible for career path management have been classified:

- (1) The role of the individual: Here the individual is responsible for his career through the information that individuals provide about their skills, experiences, interests, and the strategy they follow to achieve their goals. Individuals must realize the importance of the career path by investigating appropriate career information, identifying opportunities and taking advantage of them. In setting goals and developing the plans necessary to achieve them.

(2) The role of the institution: Despite the large role of individuals in managing the career path, this does not end the institution's role in this. The institution must change its management patterns to be more supportive of the development of employees by providing practical care and securing the necessary data for their success.

(3) The role of managers: Managers have a major role in managing the career path. This is done through the feedback that managers provide to employees regarding the results of the tasks they have accomplished, and through the advice and guidance that managers provide to support and develop the career path. (Gharib, 2014, p. 44)

3.2 Work pressures

3.2.1 The concept of work pressure

Work pressure is a product of the physical and psychological job environment, because of the interaction between them that makes it difficult to have a work environment free of pressure. Silai defined it as a physiological response directly linked to the adaptation process. The individual makes an effort to adapt to the external or internal society, to find a model of non-specific responses that... Provides a state of pleasure or pain. (Adan, 2020, p. 15) Work stress is "a condition that arises due to the interaction of several work-related factors with the characteristics of employees, which causes changes in the individual's physical or psychological condition and prompts him to behave in an unusual physical or mental manner." (Bilal, 2008, p. 41) The researchers agreed that work stress is an interaction between the factors that cause the stress and the response to it, and that work stress consists of three elements: the causes of the stress, the reaction and response to it, and the interaction between them. (Bakbakh Warqaiq, 2018, p. 26) From the above, we can define work stress as all situations that result from influences in the work community that directly and indirectly affect workers, and lead to behavioral and psychological effects.

3.2.2 Sources of work stress

Work stress resources were classified into two categories: (Abadaqa and Ben Qaid, 2019, p. 12)

3.2.2.1 Environmental factors

(1) Instability: Instability in the economic situation in the country, such as increased rates of inflation and economic recession, will reflect negatively on society in all aspects, and this will affect the income of working individuals, causing them stress while working.

(2) Technical progress: The use of advanced technology in the work community has led to workers feeling great pressure if they do not master the use of this technology.

(3) Social changes: Change occurs in societies through changes in traditions and customs and work pressures on workers.

(4) The physical climate of work: It is the climate that creates the work and greatly affects the organization's employees and includes all the influences surrounding the work, such as lighting, air conditioning, the workplace, and safety factors.

3.2.2.2 Organizational factors

(1) Conflict: Role conflict is generated among employees when the individual finds specific expectations that he must follow, but these expectations do not inform other behavioral aspects. This leads to the individual's inability to achieve his behavioral expectations, which generates pressure during work.

(2) Ambiguity: Lack of clarity and ambiguity of the role due to insufficient data required to guide his behavior in implementing the roles assigned to him, leading to high pressures during work.

(3) The nature of the work and its difficulty: The nature of the tasks performed by the individual, their importance and difficulty, lead to workers feeling unbalanced and to great pressure during work, due to the lack of clarity of the tasks or due to the amount of work in relation to the time allocated for its completion.

(4) Workload: The burden comes in two forms: an increasing burden in which the individual has a large amount of tasks that is not appropriate for the time available to complete them, and a decreasing burden in which the tasks are few in relation to the time available. The burden has received the attention of a number of researchers because of the great pressures it poses on workers during work. the job.

(5) Organizational structure: It directs all work and tasks by determining the flow of work, its relationships, and communication channels that connect all tasks at the various administrative levels of the organization. The presence of weak organizational structures undermines the creative capabilities of individuals, and this puts pressure on workers due to the state of functional isolation they live in.

3.2.3 Stages of work stress

The individual goes through three stages while exposed to work stress: (Obesh et al., 2022, p. 21)

(1) The danger warning stage: This is the first stage of work stress, as physical reactions begin to cause nerve tension and high blood pressure, and increased stress leads to the individual moving to a higher degree of feeling of pressure.

(2) The stage of adaptation and resistance: Due to increasing pressures, the individual resorts to resisting any deterioration by adapting to events, until he achieves a state of balance with the situation. In this stage, the individual moves from the general resistance of the vital organs capable of confronting the stimuli causing the pressure, and when these pressures are not faced, the pressure will transfer. To the third stage.

(3) The stage of fatigue: Due to the increase in pressure on the individual and his inability to adapt to the situation, the individual's abilities are depleted and this leads to increased pressure and a collapse in the means of adaptation.

3.2.4.Strategies for dealing with work stress

There are several methods for dealing with work stress: (Doctor and Beekeeper, 2021, p. 32)

3.2.4.1 Individual methods

These are the methods that a person uses to reduce the pressure he feels, including:

(1) Sports practices: Doing sports activities is one of the most effective ways to relieve work stress. Light sports activities that do not require great effort must be practiced on a regular basis and for specific periods of time.

(2) Awareness: The presence of awareness among employees is necessary to change behaviors without changing attitudes to improve working conditions. Every problem and issue must be dealt with without haste and consciously.

(3) Healthy diet: Paying attention to the diet is important for the mental and physical health of workers. Specialists advise eating a group of carbohydrates in moderation, reducing the intake of artificial foodstuffs, and refraining from smoking.

(4) Social support: Workers must build a strong relationship with managers and co-workers, to support them in providing assistance in completing work when necessary, or by providing advice and guidance on how to complete work.

(5) Lifestyle management: Workers must achieve harmony between the various activities in their lives, so the worker does not give a large portion of his time at the expense of family and social activity, to confront the problems facing the job.

3.2.4.2 Organizational methods:

These are methods followed by the organization to seek to control the work pressures that employees feel, based on its role to improve performance by controlling levels of work pressures. These methods include:

(1) Taking care of the work climate: Elements of the work climate are among the most important factors that help increase production and achieve job satisfaction by alleviating work pressures, and by ensuring environmental elements suitable for work, such as providing an appropriate degree of lighting, ventilation, and temperature, and reducing pollutants while adhering to appropriate health procedures.

(2) Professional compatibility: What is meant is to place the right person in the right place to spread compatibility between the qualifications of individuals and the needs of the task they will occupy by following an appropriate selection and appointment mechanism.

(3) Developing communication within the organization: Weak communication channels in the organization lead to great pressure in completing tasks. The easier communication is between individuals and superiors, the less pressure there will be.

(4) Psychological, social and health service: Workers in all administrative ranks need requirements and have obligations, and suffer from social and health problems that require assistance to solve these problems. The institution must establish an office to serve workers and provide social and health care, by providing consultations and establishing a health insurance system.

(5) Redesigning work: Organizations can reduce work pressures by redesigning jobs to reduce the workloads on employees by adopting advanced technology. Redesigning work also helps discover overlap between jobs.

4. PRACTICAL FRAMEWORK FOR RESEARCH

4.1 RESEARCH METHOD

The questionnaire was adopted as a method to obtain data, and he conducted a personal interview with a number of sample members. He organized a questionnaire that addresses the role of career path management in alleviating work pressures at Tikrit Teaching Hospital. It consists of (22) statements, which were presented and judged by a jury. The researcher relied on the five-point Likert criterion. He met each item with (5) degrees of agreement or disagreement.

4.2 TESTING THE RELIABILITY AND RELIABILITY OF THE SCALE

The Cronbach alpha method was adopted to test the reliability of the questionnaire used in the study (Ghadeer, 2012, p. 234), where the Cronbach coefficient was calculated to calculate all the questionnaire items together, as shown in Table (1), and to calculate the research variables separately. The overall degree of reliability coefficient (Cronbach's Alpha) reached 0.90 (high reliability coefficient), which is higher than 0.70. This indicates that all vertebrae are characterized by good stability.

Table No. (1) Cronbach's alpha coefficient for the Reliability Statistics questionnaire items

Reliability Statistics	
Cronbach's Alpha	N of Items
.979	22

Reference: Statistical analysis

To test the validity of the content of the questionnaire's statements, the researcher worked on studying multiple peripheral relationships by researching a main aspect such as the overall average, and measuring those relationships. The relationships were significant and had a statistical significance, and this was evidence of the reliability of the standard.

Also, $\text{Sig} = p = 0.000 < \alpha = 0.01$, and thus the student has verified the credibility and stability of the questionnaire statements, which have become valid for application to the main research sample.

4.3 HYPOTHESIS TESTING

To test the three main hypotheses, the researcher conducted the following tests:

Table No. (2) Hypothesis testing: One-sample test

One-Sample Statistics

The hub	code	N	Mean	Std. Deviation	Std. Error Mean
Training and Development	TD	1002	3.7096	.83743	.02646
Promotions	PE	1002	3.7066	.78969	.02495
Wages and Incentives	SA	1002	3.7380	.86414	.02730
Work Stress	SW	1002	3.5175	.71759	.02267

Source: Statistical analysis

Measuring the main assumption: There is no significant link between career path management and job stress in public sector organizations.

It emerges from this assumption; The following secondary hypotheses:

(1) The first secondary hypothesis: There is no significant relationship between training, formation, and work stress in public sector institutions.

To measure the first sub-assumption; The Pearson correlation coefficient was calculated for a relationship

Qualification, training, and work stress. The symbol (TD) has been given to training and development, and the symbol (WS) has been given to work stress.

Correlations Table No. (3): Pearson correlation coefficient between training, development, and work stress

		TD	WS
TD	Pearson Correlation	1	.750**
	Sig. (2-tailed)		.000
	N	179	179
WS	Pearson Correlation	.750**	1
	Sig. (2-tailed)	.000	
	N	179	179

** . Correlation is significant at the 0.01 level (2-tailed)
Source: Statistical analysis

The result of measuring the first sub-assumption:

There is a relationship with significant indicators between the responsibility of training, training, and work pressures. The Pearson correlation coefficient reached 0.750, which indicates a direct and strong relationship between the two variables, and a significant relationship, as the Sig value < 0.05 . Hence, the null hypothesis was rejected, which includes that there is no significant relationship between training and training. And work pressures, the researcher accepted the alternative assumption that there is a significant relationship between the two variables.

(2) The second secondary hypothesis: There is no significant relationship between the promotion system and work pressures in public sector institutions.

To measure the secondary assumption, the researcher calculated the Pearson correlation coefficient for the relationship between the promotion system and work pressures, and the promotion system was coded as (PS).

Table No. (4): Pearson correlation coefficient between the promotion system and work stress.

Correlations		
	PS	WS
Pearson Correlation	1	.741**
PS Sig. (2-tailed)		.000
N	179	179
Pearson Correlation	.741**	1
WS Sig. (2-tailed)	.000	
N	179	179

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Statistical analysis

The result of measuring the second sub-assumption:

There is a significant correlation between the promotion system and job pressures. The Pearson correlation coefficient reached 0.741, which indicates a direct and strong relationship between the two variables, and it is significant, as the Sig value < 0.05 . Hence, the null hypothesis was rejected, which states that there is no significant relationship between the promotion system and job pressures. The work was accepted, and the alternative assumption that there is a significant relationship between the two variables was accepted.

(3) The third secondary hypothesis: There is no significant relationship between the wage system, incentives, and work pressures in public sector institutions.

To measure the third secondary assumption, the Pearson correlation coefficient was calculated for the relationship between the wages and rewards system and work pressures, and the symbol (WI) was given to the wages and incentives system.

Table No. (5): Pearson correlation coefficient between the wage system, incentives, and work stress Correlations

Correlations		
	WI	WS
Pearson Correlation	1	.788**
WI Sig. (2-tailed)		.000
N	179	179
Pearson Correlation	.788**	1
WS Sig. (2-tailed)	.000	
N	179	179

****.** Correlation is significant at the 0.01 level (2-tailed).

Source: Statistical analysis.

Results of measuring the third secondary assumption

There is a significant correlation between the wage system, incentives, and work pressures. The Pearson correlation coefficient reached 0.788, which indicates that there is a moderate direct correlation between the two variables, and it is significant, as the Sig value is < 0.05 . Hence, the null hypothesis that includes a significant relationship between the wage system, incentives, and work stresses was rejected, and it was concluded. Accepting the alternative assumption that there is a significant relationship between the two variables.

Measuring the basic assumption: There is no significant correlation between career path management and work stress in public sector institutions.

To measure the basic assumption, the researcher calculated the Pearson correlation for the relationship between career path management and work pressures in public institutions, and the symbol (CP) was given for career path management.

Table (6): Pearson correlation coefficient between career path management and work stress Correlations

Correlations		
	CP	WS
Pearson Correlation	1	.814**
CP Sig. (2-tailed)		.000
N	179	179
Pearson Correlation	.814**	1
WS Sig. (2-tailed)	.000	
N	179	179

****.** Correlation is significant at the 0.01 level (2-tailed).

Source: Statistical analysis.

Main assumption measurement result:

There is a significant relationship between career path management and work stress. The Pearson correlation coefficient reached 0.814, which indicates a direct and strong relationship between the two variables, and is significant, as the value of the SIG < 0.05 . Hence, the null hypothesis was rejected, which states that there is no significant relationship between career path management.

And work pressures, and the alternative assumption that there is a relationship between the two variables was accepted.

5. Conclusions and Recommendations

5.1 Conclusions

Through field research and in the light of measuring hypotheses; Conclusions collected:

- (1) There is a direct correlation between career path management and work stress at Tikrit Teaching Hospital, where the correlation between the independent variable and the dependent variable was a direct and strong correlation. Its value reached 0.814, and therefore attention must be paid to activating the role of career path management in government sector institutions.
- (2) There is a positive relationship between the rehabilitation and training system and work pressures in Tikrit Teaching Hospital, as the relationship between them was positive and strong. Its value reached 0.750, and therefore attention must be paid to developing a fair incentives and wages system in institutions in the public sector.
- (3) Career path management contributes to alleviating the pressures of work in public institutions, through carrying out its tasks and responsibilities.
- (4) There is a positive relationship between the incentive system, wages, and work pressures in Tikrit Teaching Hospital, as the relationship between them was positive and strong. Its value reached 0.788, and therefore it is necessary to pay attention to fair wages in companies in the government sector.
- (5) Career management has a great responsibility to reduce work pressures in public sector institutions.

5.2 Recommendations

- (1) Granting complete independence to career management in public facilities by granting them greater powers.
- (2) The necessity of developing an incentives and wages system that achieves justice in the institution.
- (3) The need to develop workers' skills and experiences by involving them in ongoing periodic courses, seminars and lectures.
- (4) Providing greater facilities for career path management in institutions.

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