

PASSION (HARMONIOUS - OBSESSIVE) AMONG THE EMPLOYEES OF THE UNIVERSITY OF KARBALA

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Abstract

The current research aims to identify the passion in its two dimensions (harmonious - obsessive) among the employees of the University of Karbala in the city of Karbala, and the statistically significant differences of passion (harmonious - obsessive) according to the two variables (marital status and years of service). The study sample consisted of (422) female employees, for the year The academic year (2022-2023), and to achieve the objectives of the research, the researchers followed the descriptive approach and built a measure of passion (harmonious - obsessive) among female university employees, consisting of (26) items based on the theory (Valerand et al. 2010), The standard characteristics of the scale were confirmed after it was presented to a group of experts, then the researchers analyzed the data through the use of the statistical bag for social sciences Spss. The results showed that the university employees have a harmonious passion, and the university employees do not have obsessive passion. According to the two variables (marital status and years of service).

Keywords: craving, harmonious craving, obsessive craving.

passion:

Passion is one of the modern variables that fall within the framework of positive psychology. Rony, Rousseau & Vallerand indicate that there are two points of view on passion, one of which is negative, that looks at passion as suffering, and that the people who suffer from it have a problem, and that this problem controls They have to a degree that makes them like machines, and the second looks at passion in a brighter way, and considers passion as positive and important human feelings for the individual to reach advanced stages of creativity. (Abdul Aziz, 2021) Passion for work can be either automatic (harmonious passion) or controlled (obsessive passion), leading to different personal and occupational outcomes. The current study will highlight the role of these two types of passion and expand understanding of the motivational factors that predict the well-being of working women. Building passion for work is also related to other career development concepts such as job connection. Career advocacy has been defined as They are a transcendent invocation to enter a life cycle, or career in a directed manner, toward experiencing a deeper sense of purpose in life and indifference.

Duffy & Sedlacek, 2010

Hence, the research problem arises in answering the following questions:

- Do the female employees of the University of Karbala have the passion for its harmonious and obsessive dimensions?
- Are there statistically significant differences in the harmonious and obsessive passion according to the variables (marital status and years of service)?

Research importance

Application Significance:

The importance of this study is evident in the following aspects:

- 1- Paying attention to the category of female employees and their harmonious or obsessive passion in their workplace.
- 2- The employee's possession of the passion in her life, especially the one that is in harmony, can mainly lead to positive adaptive results with her surroundings.
- 3- Benefiting from the scale of the current study to identify the extent to which female employees possess both types of harmonious and obsessive passion.

Theoretical importance:

- 1- The theoretical importance stems from the importance of the variable in positive psychology and among an important segment, which are female employees.
- 2- The scarcity of local or Arab studies that dealt with passion in both its harmonious and obsessive aspects, according to the researcher's knowledge.
- 3- The results of this study may represent an attempt to enrich the heritage or the scientific aspect of educational psychology, and this study may constitute a reference for subsequent studies.

Research aims

The current research aims to identify:

- 1- The harmonious and obsessive passion of Karbala University employees.
- 2- Statistically significant differences in passion (harmonious - obsessive) among female employees of the University of Karbala according to the two variables (marital status and years of service).

Search limits

The current research is determined by female employees of the University of Karbala on permanent staffing for the academic year 2022-2023.

Definition of terms

Passion:

Knowing it (Vallerand, 2010) is a strong desire towards a specific activity that people prefer and love, and find it important, and they occupy their effort, energy, and time in an organized manner).

Harmonious passion is the one that arises from the controlled inner feeling that makes people practice their passionate activities voluntarily without pressure on them.

Obsessive passion is the one that emanates from the uncontrolled inner feeling that controls the feelings of the individual when integrating into the passionate activities that occur on an organized basis and on a repeated basis (Vallerand, et al, 2010: 98).

theoretical framework for the study

The American Psychological Association (APA) defines passion as an emotional state characterized by strong enthusiasm and firm belief towards an activity, thing, or individual. It is a motivational state mixed with a strong desire to perform this activity.) Philosophers also emphasized the importance of passion for man. Both Jean-Jacques Rousseau and Hegel mentioned that without passion people would not find any purpose or meaning in their lives. Descartes pointed out that passion is inherent in human experience and provides the psychological energy underlying participation in valuable activities. However, even Until recently, passion did not receive much attention in psychology, with researchers choosing to study related constructs that fall under the rubric of passion (eg, happiness, pleasure, excitement) until 2003 when the first efforts to study passion in psychology appeared by Vallerand and were The first research paper titled “Psychological Passion” proposed the first theoretical model to interpret passion (Curran, et al 2013:597), and (Ho & Astakhova 2010, 2018Vallerand) saw that the passion for work is a strong tendency of the employee towards the work that defines his identity, and they are an emotional component, indicating The strong admiration and strong love of the individual for his work and profession and a cognitive component, indicating that the profession is assimilated into the identity of the individual, and that these two components complement the motivational component to generate passion, but there can be no passion without one of these two components, as the passion is deeper than the mere experience of love in the individual Passion can be seen as a strong inclination towards a specific thing, activity, concept, or person that an individual loves or at least deeply loves and highly appreciates and invests time and energy in it in a way Regular, to the point that it becomes part of one's identity. Moreover, there seem to be two forms of passion:

Harmonious passion

This type of passion aligns with other aspects of the self and one's life and must lead mainly to adaptive outcomes. In contrast to the second type, which is:

Obsessive passion

This form of passion interferes with aspects of the self and the person's life, and mainly leads to less maladaptive outcomes, and sometimes renders the individual maladaptive in general. (2020:312, Pollack, et al, al)

The model that explained passion

Valerand et al. (2010) developed a dual model of passion called the inherited dualism of passion. This model assumes that individuals have a burning desire to know their environment for the normal development of the individual and proper engagement in society, so they engage in and engage in a variety of different activities, few of which are pleasurable. And especially important according to their point of view, and they decide to continue it on a regular basis, and therefore one or more of them will turn into a passionate activity, as the passionate activities become more oriented towards the individual's self-knowledge, so that the individual's identity emerges through these activities, and these activities represent the basic structure for the form of identity For example, individuals who have a passion for a specific game such as football, or writing poetry, may not actually practice it, but they see themselves as football players or writers of poetry. In other words, the passionate activity is not the activity that the person wants to practice, or likes to practice regularly. And he is aware of his rules only, but it is also a direction to know the self and satisfy its desires, and it becomes an important part of the identity of the individual. (Vallerand 295:2010)

Research methodology and procedures

The current research adopted the descriptive (relational) approach as its approach, which means a description of what is an object and includes a description of the current phenomenon, its structure, processes and prevailing conditions. The descriptive approach includes collecting information and data, classifying them, analyzing them, measuring them and interpreting them. Through methodology in an objective and honest manner in order to achieve the objectives of the research. (Al-Jubouri, 2012: 178-179).

The research sample

The sample is part of the community in which the phenomenon is studied through information about this so that we can generalize the results to the community, and it is a partial group of the statistical community in which data is collected directly (Al-Najjar, 2010, 149) and the total research sample was (422). It was chosen in a simple random way with a proportional distribution, from a sample of the total research community of (586) female employees from the University of Karbala, of which (20) the survey application sample, (40) the stability sample, and (232) the statistical analysis sample, while the final application sample amounted to (130) Table (1) shows one of the research samples, which is the statistical analysis sample.

Table (1): The sample of the statistical analysis is distributed according to the percentage

No of individuals	Percentage	College	No.
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60	% 26	Presidency	1.
7	% 3	Administration and Economics	2.
7	% 3	Physical education and sports science	3.
7	% 3	Education for the humanities	4.
7	% 3	Education for pure science	5.
7	% 3	the law	6.
23	% 10	Medicine	7.
7	% 3	Veterinary Medicine	8.
9	% 4	Medical Sciences	9.
7	% 3	Agriculture	10.
5	% 2	Islamic sciences	11.
5	% 2	Tourism sciences	12.
16	% 7	dentist	13.
14	% 6	the pharmacy	14.
16	% 7	nursing	15.
16	% 7	Engineering	16.
14	% 6	the sciences	17.
5	% 2	Computer science and information technology	18.
232	%100	Total	

Research tool: craving scale (harmonious - obsessive)

The scale consisted of (26) items distributed over two domains, with (14) items for the domain of harmonious passion, and (12) items for the domain of obsessive passion. The scale of five alternatives was also adopted, which are (always apply to me), (applies to me often), and (It applies to me sometimes), (it rarely applies to me) and (it never applies to me). I give each paragraph scales ranging from (1-5) degrees.

Psychometric properties of the scale

First: Honesty: The discriminatory validity coefficient was extracted using the two end groups method of the scale, and the results were as shown in Table (2).

Table (2) Discrimination coefficients for the items of the passion scale (harmonious – obsessive)

Results	The calculated t value	senior group		senior group		Paragraph sequence	the field
		Arithmetic mean	standard deviation	Arithmetic mean	standard deviation		
function	5.30	1.204	4.03	0.444	4.89	1	Harmonious passion
function	10.46	1.275	2.95	0.474	4.75	2	
function	9.62	1.254	2.76	0.737	4.52	3	
function	7.82	1.119	2.32	1.138	3.89	4	
function	15.37	1.036	2.37	0.548	4.63	5	
function	12.77	1.120	2.51	0.722	4.65	6	
function	10.65	1.120	2.52	0.854	4.41	7	
function	6.90	1.160	2.24	1.189	3.68	8	
function	12.90	0.971	2.27	0.848	4.37	9	
function	14.19	0.921	1.92	0.937	4.27	10	
function	14.51	1.045	2.46	0.638	4.70	11	
function	9.36	1.140	2.63	0.835	4.30	12	
function	8.21	1.099	2.29	1.094	3.89	13	
function	10.23	1.100	2.02	1.078	4.00	14	
function	9.05	1.186	2.59	0.967	4.33	1	obsessive passion
function	10.27	0.867	1.63	1.189	3.54	2	
function	9.83	1.094	2.11	1.007	3.95	3	
function	9.20	1.138	2.11	1.261	4.08	4	
function	13.45	0.856	1.57	1.150	4.00	5	
function	11.00	1.029	2.32	0.928	4.24	6	
function	10.62	1.096	2.27	0.999	4.25	7	
function	8.93	1.060	2.32	1.015	3.97	8	
function	12.29	0.955	1.92	0.959	4.02	9	
gerdahl	1.22	1.431	3.13	1.353	3.43	10	
gerdahl	-2.43	1.222	3.37	1.542	2.76	11	
function	7.55	1.218	2.75	0.936	4.21	12	
function	7.41	1.293	2.14	1.229	3.81	13	
function	5.76	1.218	2.25	1.255	3.52	14	

Second: Reliability

The stability of the scale has been extracted in two ways, as follows:

1- Test Retest Method

The stability coefficient according to this method is the value of the correlation coefficient between the scores that we get as a result of the application and re-application of the scale on the same individuals and with an appropriate time interval between the two applications (Anastasi, 1976:115) To calculate this method, the researcher chose a random sample from the research community, where This sample consisted of (40) female employees, then the researcher re-applied the scale on the same individuals, after a period of time (15) days had passed since the first application, and after correcting the answers in the first and second applications, Pearson correlation coefficient was used to find the correlation coefficient between the results of the first and second applications. The value of stability in this way for harmonious passion was (0.84) and for obsessive passion (0.64), which is a high stability coefficient (Jaber and Kazem, 1989: 310).

2 - Cronbach's Alpha Method

For the purpose of standing on the stability of the scale, the researcher used the (Vachronbach) equation, and in order to extract the stability in this way, the aforementioned sample of (40) female employees was used, as the stability coefficient for harmonious passion reached (0.874) and for obsessive passion (0.827), which is a good coefficient indicating Scale homogeneity.

Passion scale (harmonious - obsessive) in the final form:

The current research scale, in its final form, consists of (26) items. Five (5) alternatives have been developed for the scale, which are (always, often, sometimes, rarely, never), and their correction scores are (1,2,3,4,5) with a hypothetical average of (42) for harmonious passion and (36) for obsessive passion, and the psychometric characteristics of the scale were extracted such as honesty and stability (descriptive statistical properties) and that the highest score that the respondent can obtain is (70) for harmonious passion and (60) for obsessive passion, and the lowest score is (14) for passion harmonious and (12) for obsessive passion.

Presentation and interpretation of results:

This chapter includes a presentation of the results reached by the current research, and their interpretation in the light of the theoretical framework, and then come out with a set of recommendations and proposals in the light of those results. The following is a presentation of the results of the research according to its objectives:

First: Presentation and interpretation of the results:

The first objective: to identify the passion (harmonious - obsessive) of the employees of the University of Karbala.

To identify this goal, the passion scale was applied to the research sample of (130) female employees from the University of Karbala. And with a standard deviation of (9.73) degrees, and

to find out the statistical differences, the t-test was used for one sample, and the results showed that the calculated t-value for the harmonious dimension is (7.12), while for the obsessive dimension it is (1.69), and Table (3) explains this.

Table (3) the results of the t-test for the sample's scores on the passion scale

The result	T value		significance level	degree of freedom	Hypothetical average	standard deviation	SMA	Simple
		tabular						
Function	function	7.12	0.05	129	42	11.6	49.2	Harmonious
non function	non function	1.69	0.05	129	36	9.73	37.4	obsessive

The results are shown in the table above for harmonious passion

It was found that there is a harmonious passion among female university employees, because the calculated t-value is higher than the tabular value, and the researcher explains this result in the light of Valerand's theory (2010) that individuals have an urgent desire to know their environment, for the sake of the natural development of the individual and proper engagement In society, people engage in various activities, throughout life in hopes of meeting basic psychological needs.

The second objective: to identify the significance of the differences in the degree of passion (harmonious - obsessive) according to (marital status and years of service)

In order to achieve this goal, the researcher used binary analysis of variance with an interaction between the variables of the study, and the results showed that after collecting scores and emptying them using the statistical bag for social sciences (spss), it was found that the value of (F) calculated for the social status variable for harmonious passion amounted to (1.722) and for obsessive passion (2.032), which is It is smaller than the tabular value of (F) which is (3.84) degrees at the level of significance (0.05) and with a degree of freedom (3). It turns out that it is not statistically significant. While the value of (F) calculated for the variable years of service for the harmonious passion was (1.205) and for the obsessive passion was (0.549), and compared with the tabular value of (F) which amounted to (3.84) degrees at the level of significance (0.05) and with a degree of freedom (5). It is not statistically significant.

conclusions

In light of what the results of the study showed, the researcher concluded the following:

- 1- The female employees have a harmonious passion, which means a tendency to self-knowledge and fulfill their desires.
- 2_ University female employees do not have obsessive passion.
- 3_ The differences in the degree of passion (harmonious and obsessive) according to the variable of marital status and years of service were not statistically significant.

Recommendations

In the light of the research results, the researchers make the following recommendations:

- 1- Conducting other studies on passion in its harmonious and obsessive dimensions and linking it to new variables such as (functional communication) among working women.
- 2- Conducting similar studies for the current research on different social segments and professions and comparing them with the results of the current research.

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