

THE ROLE OF MENTAL MINDFULNESS IN PROMOTING CONTRIBUTIONS OF ORGANIZATIONAL BRILLIANCE-APPLIED STUDY ON ADMINISTRATIVE LEADERS IN GOVERNMENT BANKS/ BABYLON

Jwan Fadel Mahdi

Al-Furat Al-Awsat Technical University - Babylon Technical Institute

Jwan.mahdi@atu.edu.iq

Abstract

The current research aimed to study mental alertness with its factors (awareness of responsibility, awareness discriminate, awareness of new openness, awareness of flexibility of behavior), as in independent variables and impact on achieving enhanced contribution to organizational brilliance, The research sought to achieve a goal represented by testing the relationship between the variables and the impact of one on the other, and it emerged from it, Several main and sub- hypotheses, and government banks were chosen collectively to research and test their hypotheses, The research sample consisted of (60) individuals in the researched organization, In order to verify the validity of the hypotheses that were built, as well as to process the data relied upon for the answers of the research sample, The use of the statistical program (SPSS) was used, and appropriate statistical methods, were chosen that Are consistent with the nature of the research, The results showed, The study indicates that there is a correlation and significant effect between mental alertness at the aggregate level of the responding sample by enhancing its contribution to organizational brilliance, A set of conclusions were reached based on the results of the study, and finally the research presented a number of proposals.

Keywords: Mental mindfulness and promoting the contribution of organizational brilliance.

Introduction

Technological developments and intense competition in the working environment and the trend towards knowledge and science have created great difficulties and challenges for organizations, it has become increasingly difficult for organizations to survive and thrive if they do not need and qualify for challenges, Moving towards changing traditional concepts of working with new contemporary concepts that help them to compete, survive and shine, The idea of this study is to address the topical and contemporary variables in which they contribute, especially in the light of the world's transformation from an industrial to an information society, and in the light of the

challenges faced by business originations, so that mental vigilance is a tool for the origination's, development and progress, Through self- awareness, responsibility, new openness, discrimination and flexibility at work, they represent a true source of wealth, Mental mindfulness is the willingness of everyone within the origination to achieve organizational brilliance that leads the organization to innovation and success, It is one of the concepts of organizational brilliance that has ancient historical roots, Organizational brilliance calls for the organization excellence, growth and success as a result of optimal utilization of available resources and the development and sustainability of human capacities, In order to achieve the desired objectives, this study was divided in to four investigations :- study methodology, conceptual framework for mental vigilance and organizational brilliance, statistical analysis, and conclusion and recommendation.

First Research: - research methodology

1- Research problem :-

The past decades have witnessed many changes that have affected the competitive environment and imposed challenges and difficulties for organizations have recognized that significant changes in the competitive environment have necessitated substantial and far – reaching changes within the organization as a whole in order to achieve organizational brilliance, The problem with this research can be worded as follows:-

- * What members of the sample see about the concepts of mindfulness in promoting contribution of organizational brilliance.

- * How much mental vigilance contributes to enhancing the contributions of organization brilliance.

- * How much the organization applies mental vigilance in promoting contribution of organizational brilliance

- * What is the correlation and impact between mental vigilance in promoting contribution of organizational brilliance.

- * How well - prepared are members of the researching organization for mental vigilance, and whether the organization is equipped to enhance organizational brilliance.

2- The importance of research:-

Its importance stems from the fact that it addresses key variables where mental alertness plays an important role in achieving organizational brilliance, by defining the following:-

- * The theoretical framework for the importance of variables for both mental alertness and enhanced organizational brilliance.
- * The study deals with the service sector in government bank/ Babylon.

- * Research provides a base of information that is represented by a work guide or a guide to the researching organization.

3- Research objectives:-

By presenting the theoretical aspects represented by the variables of current research and the role of mental alertness in enhancing the contribution of organizational brilliance and clarifying their concepts, and knowing the extent to which the organization itself in the research has adopted the concept and contribution and diagnosis of mental alertness and employing it in enhancing organizational brilliance, and studying the nature of the relationship of connection and influence between the variables, and trying to reach to a set of recommendations supported by mechanisms in light of the results reached.

4- Research hypotheses:-

The first main hypothesis:- There is a significant correlation between mental alertness in enhancing the contribution of organizational brilliance, and its sub- hypotheses.

The second main hypothesis:- There is a significant influence relationship between mental alertness in enhancing the contribution of organizational brilliance, and its sub - hypotheses.

5- Research method :-

Using the descriptive analytical, The questionnaire was used as a main tool for collecting data for the research community to reach the most accurate of this data, classify it, analyze it, and interpret it through correlational and influential relationships between its variables.

The research population and its sample:- The research represented the administrative leaders in government banks / Babylon, which consists of (60) leaders. Between its variables.

6 – Statistical methods:-

Were used to analyze the data, and were represented by frequency and percentages for the purpose of the responses of sample members and their analysis, The hypothetical arithmetic mean to measure and evaluate the score obtained through the responses of the sample members, The standard deviation to diagnose the dispersion of value of each element with its items from its arithmetic means, percentage weights to determine the percentage of agreement, About the paragraphs of the research variables, The simple correlation for analyzing and testing the correlation relationships between the research variables, The simple linear regression model to determine the effect of the elements of the research variables, Interpretation factor (R^2) to measure the percentage of what each element explains, Statistical tests (T,F).

The second section:-The theoretical aspect of the research variables

First:- The concept and importance of mental alertness:- Mental alertness highlights the importance of exercising the individual's ability to pay attention (Kabete, 2006,1), sees mental alertness as the individual's awareness of experiences, observing these experiences as they occur, and evaluating these experiences, whether they are good or bad, He focused (Kulhcamp,2015,6), That it increases flow states, improves mental

alertness, self-regulation, and distinctive behaviors, Enhances peak attention, and increases the individual's concentration and scrutiny mental alertness includes looking at thoughts and emotions as fleeting mental events, rather integrating in to them, examining and over-reacting to them (Kinsella et al.,2020,8), helps strengthen creative habits, such as increasing empathy and openness, Therefore, It can be defined as the ability to pay attention to the thoughts and feelings of current and present external stimuli, awareness identifying clear strategies for acquiring knowledge, performance openness increasing appropriate experiences, organizational behavior, creating stability, interaction and individual awareness, Take responsibility for your actions, Make current and future decisions clearly and accurately, focusing on past experiences to control and adapt to future variables.

Second:- Dimensions of mental alertness, The book differed in defining the dimensions of mental alertness, but the researcher will focus in this research on the following dimensions (awareness of responsibility, discriminating awareness, awareness of new openness, awareness of flexibility and behavior), (Brown, Ryan & Creswell, 2003, 220).

1- Awareness of responsibility:- A person's sense of performing his responsibilities, respecting the rights of others, adhering to specific rules and implementing them faithfully, in addition to bearing responsibility and self-reliance in making decisions.

2- Discriminating awareness:- refers to the ability to focus and think about new tasks and events in addition to seeing things from a different perspective.

3- Awareness of new openness:- A person's, interest in new influences, his focus alone.

4- Awareness of flexibility and behavior :- It is related to the person's ability to analyze the situation he faces, search for multiple solutions, and then choose the most appropriate solution, It requires using some creative skills and exploiting the available tools effectively, The individual should also give himself enough time to evaluate the situation objectively and make the appropriate decision without haste.

Third:- The concept and importance of organizational brilliance:- (Yoon & Kelly, 2008, 30-31), demonstrates the importance of organizational brilliance as an effective means of discovering talent within management and understanding its goals and future vision, It also contributes to exploiting material and human resources to achieve those goals and enhance competitive advantages, This is done by focusing on improving services and products and keeping pace with environmental changes. In addition to enhancing and developing employees and creative individuals in the organization, while (Speedster ,2009, 373), The brilliance of the organization depends primarily on the brilliance of the employee, The leader and the producer, through the combination of these elements, The organization can achieve its organizational brilliance and reach its goals, in addition to enhancing its strengths through competitive advantage, organizations face new challenges that push them to search for innovation methods to increase their ability, competitiveness through providing innovative and diverse services, which is considered one of the most prominent means of successfully achieving the organization's brilliance and goals, while (Joshi,2017,283) & (Nafei,2018,29), believe that the pinnacle of an organization's success and brilliance depends on its individuals as their leadership skills and knowledge play a decisive role in performing work within

the framework of teamwork, Through exchanging opinions and setting goals accurately, It enables the team to push the organization towards excellence and success, and based on this, The concept can be defined as a set feelings possessed by employees which contributes to achieving the highest levels of leadership, knowledge and innovation and enhances the organization's distinction from its competitors.

Fourth:- Dimensions of regulatory fluorescence (Busy & Raman,2011,5), & (Naser,2016,5), identified the dimensions of regulatory fluorescence as follows:-

1- Leadership brilliance:- is one of the most prominent factors for the organization's success in achieving its goals and plans, especially in light of a dynamic environment characterized by rapid change in information. This requires the presence of a leader capable of facing challenges, Exploiting strengths, avoiding weaknesses, And controlling competition, And from here the role of a distinguished leader is evident.

2- Cognitive brilliance:- This phrase expresses the organization's ability to better exploit its knowledge regarding available resources and working individuals, In addition to growing and developing it in a way that contributes to achieving its desired goals.

3- Innovative brilliance and service:- Developing new products about opening innovation horizons for organizations, Allowing them to provide products and services at competitive prices that meet customer needs, This also contributes to providing alternatives capable of maintaining and satisfying customers, Which reduces the possibility of them moving to competing organizations.

The third section:- Presentation and interpretation of results

This research deals with the presentation and analysis of data extracted from the questionnaire forms that were distributed to the research sample consisting of (60) leaders, In addition to the responses of the sample members to the research variables, The Likert tripartite scale was used to test the correlation and influence relationship between the research variables, Using the following statistical methods:-

First:- Analyzing the opinions and responses of the sample members regarding the mental alertness variable (The independent variable).

Table (1) Frequency distributions, percentages, standard deviation, and response intensity for mental alertness

Questions	Arithmetic mean	Standard deviation	Percentage %	Order
Awareness of responsibility				
X1 confrontation environment variables	4.28	0.52	85.67	Third
X2 I take situations very seriously	4.33	0.63	86.76	
X3 My desire to implement the new proposals	4.22	0.72	84.33	
Overall index	4.28	0.62	85.59	
Discriminating awareness				
X4 Use modern technology tools at work	4.27	0.76	85.33	First
X5 sharing experiences with others	4.47	0.50	89.33	
X6 Encourage collective decisions and dialogue	4.33	0.75	86.67	
Overall index	4.36	0.67	87.11	

Awareness openness new				
X7 Encourage collective decisions and dialogue	4.42	0.77	88.33	Second
X8 I have a desire to master new businesses	4.27	0.78	85.13	
X9 views proposed	4.30	0.53	86.00	
Overall index	4.33	0.69	86.49	
Awareness of flexibility of action				
X10 Focus on different situations	4.25	0.73	85.00	Four
X11 I like to master my work	4.43	0.70	88.67	
X12 Benefit from previous experiences and situations	3.39	0.74	79.33	
Overall index	4.22	0.72	84.33	
Aggregate indicator	4.30	0.68	85.88	

Results computer

1- The final results in table (1) show that the level of mental alertness was very good according to the samples' answers, as the overall index reached a percentage of (85.88%), Supported by an arithmetic mean of (4.30). Which is higher than the hypothetical mean of (3). With a standard deviation of (0.68), As for the mental alertness sub- paragraphs, They achieved remarkable progress, The discriminating awareness items ranked first with a percentage (87.11%), with an arithmetic mean (4.36) and a standard deviation (0.67), In second place, The awareness of now openness item com with a percentage (86.49%), Supported by an arithmetic mean (4.33), And a standard deviation (0.69), While the awareness of responsibility paragraph ranked third, With a percentage (85.59%), With an arithmetic mean (4.28), And a standard deviation (0.62), As for the awareness paragraph in flexibility of behavior, It came in fourth place with a percentage (84.33%), With an arithmetic mean (4.22), Standard deviation (0.72), Although these answers reflect good performance for members of the research sample it requires more attention from the organization concerned.

2- The results showed that mental alertness is clear to the sample members from their personal point of view and this is due to their high level of awareness and possession of a clear vision on this subject, In general the priorities of the organization's management's interest in the mental alertness paragraph appear at a very good level, As it recorded a coefficient of variation of (15.80%), And a variation of (0.46), As shown in table (2), However there is a need for greater focus on developing mental ability encouraging direct dialogue sharing collective decisions with employees and increasing their sense of responsibility in addition to keeping up with scientific developments in the field of specialization as shown in the table below.

Table (2) Results of the relative importance ranking for the variables (mental alertness)

Variable	Arithmetic mean	Standard deviation	Coefficient different %	Variation	Percentage%
awareness of responsibility	4.22	0.72	17.14	0.52	84.33
discriminating awareness	4.36	0.67	15.44	0.45	87.11
Awareness openness new	4.33	0.69	15.97	0.48	86.49
Awareness flexibility disposition	4.28	0.62	14.57	0.38	85.59
Mental alertness	4.30	0.68	15.78	0.46	85.88

Results computer

Second:- Analyzing the opinions and responses of the sample members regarding the organizational brilliance variable (the dependent variable).

Table (3) frequency distribution, percentages, standard deviation, answer intensity and fluorescence variance

Questions	Arithmetic mean	Standard deviation	Percentage%	Order
Brilliance leadership				
X1 Focus on achieving the organization's goals and strategies	4.00	0.82	80.00	First
X2 I get my work done in record time	3.83	0.69	79.33	
X3 Able to face different situations	4.05	0.67	81.00	
Overall index	3.96	0.73	80.11	
Brilliance cognitive				
X4 I have experience and knowledge of work procedures	3.97	0.78	79.33	First
X5 Availability of technology at work to confront variables	4.08	0.84	81.00	
X6 I solve work problems myself	4.03	0.81	80.00	
Overall index	4.03	0.81	80.11	
Brilliance innovation and service				
X7 Benefit from others' suggestion	3.97	0.80	76.00	Third
X8 Pay attention to developments and new openness	3.83	0.81	76.67	
X9 Continuously improve production and services	3.88	0.81	77.67	
Overall index	3.69	0.81	76.78	
Aggregate indictor	3.69	0.78	79.00	

Results computer

1- The final results in table (3) show that the level of organizational brilliance was good according to the answers as the overall index reached a percentage of (79.00%), Supported by an arithmetic mean (0.69), It is higher than the hypothetical mean (3), With a standard deviation of (0.78), As for the sub- organizational brilliance items

they achieved remarkable progress as the leadership brilliance and cognitive brilliance items ranked first with a percentage of (80.11%), With an arithmetic mean of (3.96), and (4.03) and a standard deviation of (0.73) and (0.81), Respectively while the brilliance in service and innovation paragraph came in third place with a percentage (76.78%), Supported by an arithmetic mean (3.89) and a standard deviation (0.81), Although these answers indicate good performance of the research sample members They indicate the need for greater attention from before the organization in question. 2- variable of organizational brilliance is clear to the sample members from their personal point of view and this is due to their high level awareness and having a clear vision about it in general and the priorities of the organization's management's interest in issue of organizational brilliance show a good level as it recorded a coefficient of variation (19.79%), Supported by a variation of (0.62), As shown in table (4), And this requires attention to the proposals submitted by others respecting their opinions and continuously improving production and services in addition to following up new developments to advance the organization through a sense of responsibility and mastery of work, Using modern technology tools at work and benefiting from previous experiences to overcome work difficulties as shown in the table below.

Table (4) Results of the relative importance ranking for the variables (Regulatory brilliance)

Variable	Arithmetic mean	Standard deviation	Coefficient different%	Variation	Percentage %
Brilliance leadership	3.96	0.73	20.83	0.66	80.11
Brilliance cognitive	4.03	0.81	20.12	0.66	80.11
Brilliance innovation and service	3.89	0.81	18.41	0.53	76.78
Brilliance organizationa l	3.69	0.78	19.76	0.62	79.00

Results computer

Third:- Testing the first main hypothesis (there is a statistically significant correlation between mental alertness and organizational brilliance) and the sub – hypotheses emerging from it as shown in table (5) below.

Table (5) Results of correlation relationships between variables mental alertness and organizational brilliance N = 60

independent variable Dependent Variable	Mental alertness				
	R	Calculated T value	tabular T value 5% 1%		Decision (result)
Brilliance leadership	0.89	3.58	2.353	4.541	Association positive and moral Degree of confidence 99% 1% %95 %5
Brilliance cognitive	0.81	3.89			
Brilliance innovation and service	0.80	3.26			
Brilliance organizational	0.83	3.58			

Results computer

The final results in the table above (5), Show that there is a positive and strong correlation between mental alertness and organizational brilliance in general as the relationship was statistically significant at a significant, level (5%), And the value of the simple correlation between them reached (0.83), While the value of (T), Was the calculated value is (3.58), Which is greater the tabular value of (T),In (2.353), And with a degree of confidence (95%), As for the sub – variables, They showed a positive and strong correlation between mental alertness and leadership brilliance, And the relationship was also statistically significant at a significant level (5%), As the value of the simple correlation coefficient between them reached (0.89), And the calculated value of (T), Wan (3.58), Which is Greater than the tabular value of (T), (2.353), And with a degree of confidence (95%), As for mental alertness and cognitive brilliance, There was a statistical significance at the significant level (5%), As the value of the simple correlation coefficient between them was (0.81), And the calculated (T) value was (3.89), Which is greater than the tabular (T) value (2.353), With a degree of confidence (95%), As for the variable of mental alertness innovation brilliance and service it also showed statistical significance at a significant level (5%), The value of the simple correlation coefficient between then was (0.80), And the calculated (T), value was (3.26), Which is greater than the tabular (T) value (2.353), And with a degree of confidence (95%), Meaning the more interest there is from the organization concerned with mental alertness the more there will be an increase in achieving the contributions of better organizational brilliance based on the above results, The first main hypothesis between the two variables and the sub – hypotheses emerging from it are accepted.

Fourth:- Testing the second main hypothesis (there is a statistically significant effect relationship between mental alertness and organizational brilliance) and the sub – hypotheses emerging from it. Table (6) Results of effect relationships between mental alertness and regulatory fluorescence N=6

independent Variable Dependent Variable	Mental alertness				Decision (result)
	R2 Coefficient interpretation	Calculated F value	tabular F value		
			%5	%1	
Brilliance leadership	79.76	11.82	4.541	10.1	
Brilliance cognitive	76.37	5.92			Association positive and moral
Brilliance innovation and service	75.24	5.63			Degree of confidence
Brilliance organizational	77.12	7.79			%1 %5 %99 %95

Results computer

The final results in the table above (6), Show the presence of a statistically significant effect of mental alertness and organizational brilliance, As the calculated (F) value for organizational brilliance in general was (7.79), Which is greater than the tabular (F) value (4.541), At a significant level (1%) with a degree of confidence (99%) as for the sub variables, The calculated value of (F), For leadership brilliance was recorded at (11.82), Which is greater than the tabular value of (F), (10.1) at a significant level (5%), This means that is a statistically significant effect of mental alertness and leadership brilliance with a degree of confidence (95%), As for the cognitive brilliance variable the calculated value of (F) was recorded at (5.92) which is greater than the tabular value of (F), (4.541), At a significant level (5%), This means that there is statistically significant effect of mental alertness and cognitive brilliance with a degree of confidence (95%), While a variable for innovative brilliance and service, The calculated (F) value was recorded (5.63), Which is greater than the tabular (F) value (4.541), At a significant level (5%) and this means that there is statistically significant effect of mental alertness innovative brilliance and service with a degree of confidence (95%), Through the overall interpretation factor (R2) of (77.12%), It is clear that mental alertness is able to explain a percentage (77.12%) of the changes that occur in organizational brilliance, While the remaining percentage (22.88%), Is due to the contribution of other variables that are not included in the research, That is the more interest there is from the organization's management in mental alertness the greater its ability to achieve the contribution of better organizational brilliance based on above results the second main hypothesis and the hypotheses emerging from it are accepted.

Theme four/ Conclusions and recommendation

A/ Conclusions

- 1- The rapid transformations taking place in society place a great responsibility on service organizations in general and the researched organization in particular to overcome obstacles and achieve ambition so that it is always ahead in its vision of other existing organizations in society as it the basis that provides those organizations with the specializations and qualifications they need, To focus on the results that the individual reaches while performing work, As long as performance is linked to human behavior and procedures and techniques that are directed towards desired achievements.
- 2- Mental alertness is closely linked to the organizational brilliance carried out by the individual and awareness of the processes he goes through until the desired achievement is achieved.
- 3- The organization's management's knowledge of the concept of mental alertness and its importance, And their possession of this important resource to enhance the contribution of organizational brilliance.
- 4- It is necessary to increase interest in innovative brilliance and service by the organization's management to encourage working individuals to follow the method of brainstorming to stimulate their creative abilities.

B/ Recommendations

- 1- The necessity of building a solid intellectual base in the organization and working to develop it by comparing the current situation of the organization with the goal it seeks to reach.
- 2- Developing employee's competencies and capabilities by assigning them new difficult tasks.
- 3- Allowing workers to express their opinions and suggestions regarding the development of work in it and encouraging direct dialogue between the organization's management and them for the purpose of maturing creative ideas, This is done through friendly meetings and meetings that enable working to launch their ideas, Where the final result of that is the push to the organization's brilliance.

References

- 1-Brown; Rayan, Creswell,(2003),"Thee benefits of being mindfulness and its role in psychological ', well-being, Vol 84,No, 2.
- 2- Busy & Raman, "Implanting knowledge management in higher educational institution in indie : A conceptual framework," unemotional journal of computer applications, No, 29, Vol,1.
- 3-Joshi, Parch, (2017), "The Study On Proactive Role of International Jamal of Innovation Research and Advanced", Studies, Vol,4,No,11
- 4-Kabete, Zinn, J.(2006),"Mindfulness-based intervention in context: Past, present, and future, Clinical Psychology: Science and Practice, Vol 10

5-Kinsella, E.A., &Smith, K., Bhangy, S., Shepley, R., Mordor, A.,& Bertie, A., (2020), "Mindfulness in allied health and social care professional education: a scoping review", Disability and Rehabilitation, Vol 42,No,2.

6-Kulhcamp, N.(2015), 'How to promote flow experience at work', :The impact of a mindfulness- based intervention and the role of trait mindfulness, Master's thesis, faculty of Psychology and neuroscience Maastricht University.

4-Nafei, Waged,(2018),"The Role of Workplace Happiness in Achieving Organization', Brilliance a Study on Sadat City.

8-Nouri, Hider,(2016),"The Administrative Network Theory", in Classifying Leadership Style in Iraqi organization Published, Article-DeLay University.

9-Speedster, Severe,(2009),"organization brilliance: on blinding visions in organization", Journal of organization Change management ,Vol(22), No, 4)

10-Yoon, P., & Kelly, J.,(2008)," organization Excellence and Employee Retention in Social work", Professional Development: the Intonation Joule of Continuing Social Work Education, Vol,11, no, (10).