

The internal working environment during Covid 19 virus period and its reflection on the management and organization of the classroom for Professors of physical education and sports in secondary stage

بيئة العمل الداخلية في ظل فيروس كوفيد 19 و انعكاسها على إدارة وتنظيم الفصل لأساتذة التربية البدنية والرياضية في الطور الثانوي

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Abstract: This study basically aimed to reveal to what extent teachers are able to control class, especially when internal work environment conditions are not appropriate including lack of play or training areas, a large number of pupils and covered sports halls in which air conditioning is not adequate at all, especially during corona pandemic, These latter present a big constant fear to institutions educational family, In this study we used the descriptive approach, while our research community is represented by 125 professor of physical education in the secondary education stage of Bouira province, in terms of stactical methods we used percentages and (X^2), The most interesting achieved result is that internal work environment affects teachers and their global performance

Keywords: the internal working environment - covid19 - professor of physical education and sport – management and organization of the classroom .

المخلص : هدفت هذه الدراسة إلى معرفة مدى قدرة الأساتذة على التحكم في الفصل خلال ظروف بيئة العمل الداخلية والمتمثلة في نقص مساحات اللعب وكثرة التلاميذ، وكذلك القاعات المغلقة والتي تقل فيها شروط التهوية خاصة مع هذا الوضع الصعب والمتعلق بجائحة فيروس كورونا 19 والتي تشكل مخاوف على الأسرة التربوية داخل المؤسسات، وقد استعملنا في هذه الدراسة المنهج الوصفي، ويتمثل مجتمع بحثنا في أساتذة التربية البدنية والرياضية في مرحلة التعليم الثانوي لولاية البويرة والبالغ عددهم 125 أستاذ، وفيما يخص الوسائل الإحصائية، فقد استعملنا النسب المئوية، و(X^2)، من أهم النتائج المتوصل إليها انه هناك استجابة كبيرة لتأثيرات بيئة العمل من طرف الأساتذة وأنها تؤثر على أدائهم العام. الكلمات المفتاحية : بيئة العمل الداخلية- فيروس كورونا 19- أستاذ التربية البدنية والرياضية-إدارة وتنظيم الفصل

The theoretical framework

1. Introduction and problematic of the study:

Teachers are key elements in education as they have a noble message that they try to convey in all circumstances no matter how bad they are societies view teachers as trustworthy people who should also be at the level of trust placed in them. However, teachers in schools, may face obstacles which may hinder them from doing their job in proper way since teachers live a world full of pressures that effect the continuous (Mouhcin Ahmed ELKHODARI,1991,p13), working environment is defined as the conditions which environ the officials in their workplace during their working time include the moral and material dimensions. It is possible that we find a workplace with good material facilities and services which help the worker do his best; however some workplaces suffer from lack of the very basic means and this may affect the official negatively resulting in unwillingness to work, laziness and demotivation. Teachers as other workers are exposed to different types. of pressure which effect negatively their performance, these pressures may manifest in the inability to adapt themselves to the new working conditions and student management and controls well as their duty of teaching and conveying the message honestly (Omar Mohamed ELKHARABCHA and others,2005,p296).

Physical education teachers live in a difficult working condition represented by lack of the necessary infrastructure and playgrounds in addition crowdedness and lack of esteem from the part of teaching of other subject and headmasters." (Masoud Bouraghda MAJID , 2008,p 5),

In addition to the Covid-19 which is hitting the world health, defined as a human disease stemming from animal resources and characterised by a serious breathing problems up during high temperature, painful cough, headaches and exhaustion, according to the world health organization scientists did not have

any information about this virus before is the first appearance in Yuhan China in December 2019 (World Health Organisation, 2020), all these reason combined together may cause pressures to the teacher at school and give teacher a feeling of frustration and inability to perform as competently as required especially at school with facilities and tools. Since the Algerian Ministry of Education took the necessary measures to prevent the spread of the virus in these exception at conditional however using face masks during physical education sessions either for individual activities or in collective ones may not be suitable for some student because of the excessive and fast breaking rhythm after performing any physical education activity or making any sort of efforts in the playground in addition to lock of awareness in most learners and this breaking the prevention rules which in negative feeling including being under pressure low self-esteem frustration poor performance and loss of control over the students. All these factors put the teacher under psychological pressures which lead to emotional and physical exhoustiedness (Lmaiaa Mohcine MOHAMMED,2001,p2-3) , According to (Hassan.2006),(Djamil.1998) &(Selye),(Alrwashda.2006)and(Abn Hamdan, 2006), this pressures is the natural response of the individual to words his environment. It can also be defined as set of symptoms which appear when facing a difficult attitude (Majida Bahaa ELDINE,2008,p202), based on what has been advocated so far we can ask the following aim of this research paper gets clearer and therefore we can as **the following main questions:**

- To what extent can the internal working environment during the crisis of Covid-19 effect physical education teachers classroom management and organization in the secondary school ?.

And through it, we ask partial questions:

-How well can professor of physical education and sport respond to the effects of internal working environment during the crisis of Covid-19 ?

- What is the level of professor of physical and sport education of classroom management is different from one professor to others during the crisis of Covid ?.
- To what extent does the characteristics of the internal working environment effect professor of physical education and sport ability of classroom and organization during the crisis of covid 19 ?.

2. The Hypotheses:

- The internal working environment has a great impact on professor of physical education classroom management in the secondary school.

Through it, we present partial hypotheses:

- The degree of professor of physical education and sport to the effects of the internal working environment during the crisis of covid 19 is high.
- The degree of professor of physical education and sport of classroom management is different from one professor to another during the crisis of Covid
- The characteristics of the internal working environment effects greatly the professor of physical education and sport ability of classroom management and organization during covid 19 crisis.

3. Importance of the study:

The importance of this research papers lay in that it discusses the pressures of the internal working environment during the crisis of Covid-19 and its impact on classroom management and organization in the secondary school. True enough, this research paper covers the conditions of the of the workplace and the challenges faced by teachers when they do their job including back of the necessary pedagogical means, the school location and fears from the possibility of contracting the virus especially at schools where health prevention rules are not following by the school authorities as recommended by the Ministry of National Education. All these pressures and obstacles hinder the teachers job and may also effect his daily life, These pressures may impact the teachers ability

to generate the right response when facing a given attitude associated with emotional and physiological disorders which impact him negatively from various aspects for the more, this research paper helps also in knowing the strength and weakness of our educational system and the extent to which decision makers work on improving the teachers motivation to work.

4. Aims of the study:

- Exploring the degrees of Professors of physical education and sports response to the effects of the internal Working environment during the crisis of covid-19
- Exploring the level of command in Professors of physical education and sports in terms of classroom management and organization
- Exploring the degree of the internal working environment's characteristics impact on Professors of physical education classroom management and organization during the crisis of Covid-19.

5. Theoretical studies:

5.1. Working environment: it includes all the available facilities to do one's job such as: pedagogical means playgrounds, offices, cleaning tools and products. These are Considered as external pressure, According Samir shikhani (2003)along noise, undesirable light, high degrees of temperature and light spaces (Samir CHIKHANI,2003,p13).

5.2. Covid-19: it's also known as lung disease caused by coronavirus (2019), It is human disease with animal origins which cause dangerous breathing problems. It is symptoms including degree of temperature, caught and lack of body energy, it may also cause and headaches, where the World Health Organization (WHO), is present at this global exhibition for the presence of the virus in the disease, the disease in which the disease spreads before the outbreak of the outbreak in December (2019) (World Health Organization, 2020).

5.3. Professor of Physical Education and Sports: Is the person who teach the subject of physical education and sport providing that he has been graduated from university with a degree of license at least or graduated from colleges and departments of physical education and sport (Merouane AHMED,2020,p128).

5.4.Secondary education: It's a phase when pupils were received after they had finished middle education, and usually this phase called post middle education where pupils pass to the secondary education with specific conditions arranged by law (Bin Jaafar RADWAN, 2016, p14)

5.5.Management and organization of the classroom: The organization of the different work that a number of workers practice in order to achieve a specific goal effortlessly, in short period Of time and successfully yielding best results (Joudat Aizat ATOUI, 2009, p16) As for the term (class), Hamdan defines it as a group of educational and organizational strategies that coordinate teaching data and factors with its methods (Muhammad DAOUD, AMINE, 2011, p 33), It also works to stimulate students' enthusiasm and interest in physical education (Essam Eldine METWALLY, 2011, p 228) .

6.The previous study :

6.1.Abd Elaziz study (2001) : It was a round the environment of work and its appropriateness for the work performances, this study aimed to know the properties of current working environment for the system of commission for the promotion of virtue and prevention of vice and discovering how long working environments and their properties are different from one location to another and then discovering how much the working environment is appropriate to the performances of workers and finding the obstacles, as a result of the current working environment to use it in the study of descriptive analysis approach, and the use of survey as a way of collecting data and the outcomes of this study are as following:

- The current working environment is not enough appropriate to respond to workers performances
- The nature of relations that exist between employees and employers is unsatisfying.

6.2.The study of Messoud Bouraghda (2008): The study is about the relation between the functional satisfaction of the Professors of physical education and sports and their performances, the study was conducted on a sample of 115 Professors of physical education and sports from (Constantine Batna, Setif Algiers), and the results were as following: - The low degree of job satisfaction of Professors of physical education and sports, and their possession of an average level in the competencies necessary to perform their teaching duties.

- The classroom joining (direct, transferring) and the work relationship (proven, discarded) have an effect on the two variables (job satisfaction and performance).
- The variables of gender, experience, department joining and the work relationship have an impact of the two variables (job satisfaction, performance) and according to this study performance is considered the strongest variable that affect job satisfaction of physical education teachers.

6.3.The study of Sahraa Anwar Aloussine (2013): this study aimed to measure the work stress on the level of job performances the selected sample was 80 employees by asking two main questions for the study:

- What is the level of work stress for the selected sample?.
- How much does it affect the level of job performance?.

And the study resulted the following:

* The levels of work stress that the sample members suffer were high in their general form whether they were related to the nature of work, role conflict, or work load.

* The presence of significant effects of the sub-dimensions of stress on job performance.

2.The practical chapter :

2.1.Followed Methodology: In the scientific research approach adopted, choosing the appropriate approach to solve the research problem ,based on the nature of the problem itself, and the approaches differ according to the different goal that the researcher wants to reach, In this research, the researcher relied on the descriptive approach, as it is an investigation focused on a phenomenon as it exists in the present with the aim of diagnosing it, uncovering its aspects and determining the relationship between its elements (Rabeh TURKI, 1984, p 129).

2.2. Research Community and Sample:

2.2.1. Research community: The research community is the original community from which the sample is taken, and our research community is represented by teachers of physical education and sports in the secondary education stage of the Bouira province, which includes 125 professors in physical education

2.2.2.Research sample: It is the study population from which the field data are collected, and it is considered as part of the whole, meaning that a group of community members are taken as a representative of the community on which the study is conducted, So the sample is a part or a certain percentage of the original community members (Rachid ZEROUATI, 2008, p 191), Due to the nature of the research, the nature of our research was chosen, which included 20 teachers in physical education from secondary schools in the Bouira province out of 125 professors, or 16%.

2.3.Search variables:

2.3.1. The independent variable: In our research, the independent variable is the internal work environment.

2.3.2.The dependent variable: is the management and organization of the class

2.4. Research tool: In our research we dealt with the questionnaire tool, which is considered one of the ways that greatly help in finding answers to the questions asked, and the questionnaire is considered one of the scientific research methods widely used in order to obtain data and it facilitates the collection of the information that needs to be obtained based on the previous assumptions. Its importance as a tool for gathering information effortlessly in a short period of time, therefore, we divided the questionnaire into three main parts as follows:

*The first part: Its aim is to know the professor's response about the impact of the internal work environment conditions under the circumstances of Covid.

*The second part: its aim is to Know the control level of teachers of physical education and sports in the process of class management and class organization .

*The third part: its aim is to know the influence level Of the characteristics of internal work environment on teachers class management and class organization during corona pandemic.

2.5. Apparent honesty: After formulating the questionnaire in its initial form, it was submitted to a group of professors holding a doctorate degree in the specialty at the Institute of Science and Technology of Physical Activities and Sports, Daly Ibrahim Algeria , in order to be judged and amended, most of the statements were approved and some were amended and corrected.

2.6. Research areas:

2.6.1. Geographical area: In our research we decided to conduct a field study in the Bouira province on a sample of physical education and sports professors.

2.6.2. Time period : This research was conducted in this year 2020.

2.6.3. The human resources: It is represented by professors of physical education and sports in the secondary schools of Bouira.

2.7. Statistical methods used: In this research, we have used percentages that are the number of occurrences of an opinion among opinions, and are by means of the triple rule, and we have also used (X^2) to prove the statistical significance.

$$x^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

Obtained Value

Percentage % = $\frac{\text{Obtained Value}}{\text{Maximum Value}} \times 100$

Maximum Value

2.8. Presentation and analysis of results:

2.8.1. Presentation and analysis of the of the first part results: the response level of physical education and sports professors to the effects of the internal work environment during the Corona pandemic.

Table No (01): represents the analysis of the statements of the first part

The first axis	high		Average		low		X ² Calculated	X ² Tabular
	rep	%	rep	%	rep	%		
Que N(01)	17	85%	03	15%	00	00%	24.69	5.99
Que N(02)	18	90%	02	10%	00	00%	29.18	
Que N(03)	15	75%	04	20%	01	05%	16.29	
Que N(04)	20	100%	00	00%	00	00%	20	
Que N(05)	19	95%	01	02%	00	00%	34.28	
Que N(06)	20	100%	00	00%	00	00%	20	
Que N(07)	14	70%	06	30%	00	00%	14.79	

- Indication level = 0.05
 - Degree of freedom = 2

statistical comment:

Table No (01) shows: the responses of the study sample individuals towards the statements of the first part of the effects of the internal work environment, which came as follows: the fourth and sixth statement ranked first concerning

the responses of professors among the effects of the internal work environment with a percentage of (100%), With the calculated X^2 value of (20) and a high level, followed by the fifth statement in the second place with a percentage of (95%) with the calculated X^2 value of (34.28) and a high level as well, and the second statement ranked third with a percentage of (90%) With the calculated X^2 value of (29.19) and a high level, while the first statement came in the fourth rank with a percentage of (85%) with the calculated X^2 value of (24.69) and a high level, the third and seventh statements, they came respectively in the fifth and sixth order, with a percentage of (75%), (70%) with the calculated X^2 value of (16.29) (14.79) respectively, and at a high level as well, we also noticed that all the calculated X^2 values are greater than the tabular X^2 values (5.99), and from this we notice differences in the responses of the sample members, and this indicates that there is compatibility in The percentage of physical education and sports professors 'responses to the effects of the internal work environment during the Covid pandemic, ours, availability of educational facilities, health care ,halls and play areas in addition to the isolation of teachers who live far from the workplace due to the lack of transportation means ..etc.

Analysis and interpretation of the results:

After presenting and analysing questionnaire results that was distributed to Professors of physical education and sports ,after the analysing process we reached to the major facts dealt with in our project's hypotheses , from the first partial hypothesis in which the level of professors response is highly effected by the internal work environment during Corona virus period ,through the results obtained and ò confirmed statistically we notice Highly effected response work internal environment during Corona pandemic as shown in the two tables (01) from both results obtained in the latter table and those of the questionnaire Once again a highly effected response by internal work environment,

Automatically all these latter lead to Interruptions and imbalances that effect professors in a bad way as explained by psychologist Albert Elis" this situation leads to depression especially when you speak to yourself saying my performance must be amazing , unique and appreciated by people or l'm not an effective and useful person" also (Hassan, 2006) explain that Lazarus (1984) confirmed that environment traits and characteristics has a lot of to do in producing pressure resulting from interaction of that latter and person characteristics ,his cognitive defensive mechanisms leads also to exhaustion (Majida Bahaa ELDINE ,2008, p 29- 33), all that boils to a conclusion that professors response level is widely related to the internal work environment during the Corona pandemic period in high school that matches completely the first hypothesis.

2.8.2.Presentation and analysis of the results of the second part :

the level of control of physical education and sports teachers in managing and organizing the classroom during Corona pandemic .

Table(02): represents the analysis of the statements of the second part.

The second axis	high		Average		low		X ² Calculated	X ² Tabular
	rep	%	rep	%	rep	%		
Que N(01)	05	25%	12	60%	30	15%	6.70	5.99
Que N(02)	15	75%	05	25%	00	00%	17.49	
Que N(03)	14	70%	06	30%	00	00%	14.79	
Que N(04)	02	10%	18	90%	00	00%	23.19	
Que N(05)	01	05%	18	90%	01	05%	28.89	
Que N(06)	10	50%	10	50%	00	00%	10	
- Indication level = 0.05 - Degree of freedom = 2								

statistical comment:

Table No. (02) shows: the levels of the study of sample individuals regarding the statements of the second part for their ability to manage and organize the class during Corona pandemic, which came as follows he fourth and fifth statement ranked first in the teachers responses in their ability to manage and organize the classroom at educational institutions with a percentage of (90%) with the calculated X^2 value of (28.89) (23.19) and at an average level, followed by the second statement in the second place with a percentage of (%) 75) with the calculated X^2 value of (17.49) and a high level, while the third statement ranked third with a percentage of (70%) with the calculated X^2 value of (14.79) and a high level, while the first statement came in the fourth rank with a percentage of (60%) with the calculated X^2 value of (6.70) and an average level, while the sixth statement came in the fifth place with a percentage of (50%), with the calculated X^2 value of (10) and a high level as well, and we also observed when applying the X^2 test at the level of significance (0.05), and the degree of freedom (2), that all the calculated X^2 values are greater than the tabular X^2 values (5.99), and from it we notice differences in the members responses of the research sample, and this indicates that there is a disparity in the level of physical education and sports professors 'ability to manage and organize classes at educational institutions during Corona pandemic, embodied in sports equipment and health measures to prevent injuries, the ability to use play areas, and planning educational units ... etc. Where their ability level to manage and organize classes was average for some teachers while it was very high for the majority of teachers.

Analysis and interpretation of the results:

We formulated the second partial hypothesis on the basis that " the level of professors control Uneven and unsteady in class management and class

organization during corona virus period " from the obtained results by scientific and statistical method the level of professors control In class organization and class management was uneven and unsteady for the majority their level was very high as explained in table (02) ,because in corona period professors have to do their best to keep pupils widely safe in addition to the continuous explanation of the moves and activities that latter may lead to a physical contact among pupils .Therefore the continuous control in term of cleanliness and task distribution by groups despite the lack of Sports spaces inside the halls exposes professors to a series of fears and pressure, from these latter we can say that professor control level in class management and class organization at educational institutions uneven and unsteady especially in corona pandemic in which the level is supremely high as explained in the second hypothesis

2.8.3.Presentation and analysis of the results of the third part :

The characteristics of the internal work environment greatly affect the management and organization of the classroom for physical education and sports professors during the Corona pandemic.

Table No. (03): shows the analysis of the statement of the third part.

The third axis	high		Average		low		X ² Calculated	X ² Tabular
	rep	%	rep	%	rep	%		
Que N(01)	20	100%	00	00%	00	00%	20	5.99
Que N(02)	18	90%	02	10%	00	00%	29.19	
Que N(03)	15	75%	05	25%	00	00%	17.49	
Que N(04)	17	85%	03	15%	00	00%	24.72	
Que N(05)	14	70%	06	30%	00	00%	14.79	
Que N(06)	10	50%	06	30%	04	20%	2.80	
- Indication level = 0.05 - Degree of freedom = 2								

statistical comment:

Table No. (03) shows: the effects of the characteristics of the internal working environment on the management and organization of the classroom for teachers of physical education and sports during the Corona pandemic, which came as follows: The first statement ranked first in the teachers' responses to the effects of the characteristics of the internal work environment during the Corona virus on their ability to manage and organize the classroom at the educational institutions with a percentage of (20%) with the calculated χ^2 value of (20) at a high level, followed by the second statement ranked by a percentage of (90%) with the calculated χ^2 value of (29.19) and a high level as well. The fourth statement ranked third with a percentage of (85%) with the calculated χ^2 value of (24.72) and a high level, while the third statement came in the fourth order, with a percentage of (75%), with the calculated χ^2 value of (17.49) and a high level, and the fifth statement came in the fifth order with a percentage of (70%), with the calculated χ^2 value of (14.79) and a high level as well, in the sixth, which was at (50%) with the value of χ^2 of (2.80), which is the weakest value, and we also observed when applying the χ^2 test at the level of significance (0.05) and the degree of freedom (2), that most of the calculated χ^2 values were greater than the χ^2 tabular values (5.99), And from that latter we notice that there are differences in the response of the individuals of the research sample, and this indicates that there is high effects of the characteristics of the internal work environment during the Corona pandemic on the management and organization of the classroom for teachers of physical education and sports in the secondary education stage, as the characteristics of the internal and functional work environment, whether in terms of physical conditions or relationship with others on the side of students or professor colleagues or with the staff Administrative, and the lack of transportation, housing, etc., has a great impact on the

performance of teachers in educational institutions, especially during Corona pandemic.

Analysis and interpretation of the results:

After presenting and analysing the questionnaire results distributed to professors of physical education and sports ,after analysing we reached the major facts dealt with recently in our research and from the third partial hypothesis .in which characteristics of internal work environment effect Greatly the control of class organization and class management of professors of physical education and sports during Corona pandemic ,from results obtained and confirmed by scientific and statistical method, We notice that the characteristics of internal work environment have great impact on class management and class organization during the pandemic as explained in table(03) ,according to the obtained result from table (03) relying on the application of the calculated χ^2 which was bigger than χ^2 in tables that latter Confirmed that there are differences basically related to the great impact of the internal work environment on the performance generally, That latter matches the studies of (Nour Elhoucine 2013) the aim of this studies was the measure of work pressure on the level of performance .results showed that there are significant effect and pressure on the level of performance, That matches also the studies of (Abd Alaziz 2001) in term of work environment ,showed that the Inappropriate work environment have a great impact on worker performance than the dissatisfaction of workers on the incentives that latter matches the studies of (Bouraghda ,2008) about professor of physical education and sports jobs satisfaction and it relation to their performance , also it confirmed that the lack of job satisfaction had a great impact on their performance , from that latter we can say that the third hypothesis in which Characteristics of internal work environment effect greatly the professors in class management and class Organisation .

The general conclusion:

In light of the hypotheses and objectives of the research ,and the limits of what the study results showed beside the condition in which they have been done , the sample chosen to present the society, According to the obtained results in order to find a solution to the research problem relying on information and data obtained recently .In addition to the relying on applied techniques and statistical methods for analysing we reached the answer of our research problematic ,we came to a conclusion that professors response to internal work environment in corona pandemic was very high; Therefore, we found that the control level of class organization and class management by professors of physical education and sports was uneven or unsteady, In the third hypothesis we came to the conclusion that the effects of internal environment characteristics during Corona 19 pandemic were very high among professors of physical education and sports in organizing and managing classes in educational institutions .From all that latter three hypotheses we came to a conclusion that the general hypothesis in which the internal environment has a great impact in class organization and class management during Corona19 pandemic especially among professors of physical education and sports in high school was highly realized .

Conclusion :

now we are about to write the finale touch of our research in which we try basically to provide you with the nutshell of our subject and to what extent the aim is achieved, In addition to the presentation of future assumptions That help researchers to complete the research or restudy it in different way, Therefore, the aim of our studies is throwing lights on the internal work environment during Corona 19 pandemic and how it effects the organization and management of class among professors of physical education and sports in high schools, we

analyses the results of questionnaire distributed to professors of physical education and sports, we came to a conclusion that when the eternal work environment is good suitable and If the health conditions is good enough during Corona pandemic the performance and the physical education professors control of class management and class organization will be easier and vice versa.

Suggestions and recommendations:

-Try mainly to focus on elements that has a negative impact on the work environment in addition to that try to face and make an end to these elements.

-Support teachers morally in general and the recognition of the value of their efforts, this latter must be done by institution administrator and Educational supervisor.

-The application of the health protocol that guarantees the good functioning of the physical education sessions.

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