

# The relationship of narcissism to professional satisfaction a field study on sport activity managers in Iraq

<sup>1</sup>Dr. Khansaa Sabri Mohammed Ali

## **Abstract**

*The importance of research on the subject matter of narcissism because it is one of the recent topics that were dealt with in the library. The researcher also derives its importance from the nature of the type of managers, and also there were no recent studies on a different topic with white satisfaction. The problem of searching for the characteristic of narcissism is to identify their relationship to professional satisfaction. Research aims are to identify the two measures of narcissism and professional satisfaction that were formed in the research sample. Identify differences in results between general managers in the two scales of narcissism and professional satisfaction. There are no statistically significant differences between the two measures of narcissism and occupational satisfaction among the research sample. There are no statistically significant differences between the general managers in the two measures of narcissism and occupational satisfaction. The researcher also used the descriptive approach in an intentional way to suit the nature of the research problem. The research sample was represented by managers of sports activity in Iraq except for the Kurdistan region and their number was (20) and after applying the standards the researcher extracted the results and were analyzed and discussed according to statistical means. The results are in the two scales of narcissism personality and professional satisfaction of the research sample. As for the researcher's recommendations, the topic of narcissism has not received sufficient attention in our society, as the researcher hopes that this study will be a scientific addition.*

**Keywords:** narcissism, profession, satisfaction, sport activity, manager, Iraq

## **Introduction**

*Research objectives:* Identify narcissism and professional satisfaction among the research sample. Expose in the differences in the results between general managers in personal and professional narcissism Standard satisfaction.

*Research hypotheses:* There were no statistically significant differences between the two measures of narcissism and occupational satisfaction among the research sample. There are no statistically significant differences between managers and sports activity on the two measures of narcissism and occupational satisfaction.

*Research problem:* The researcher noticed recently that there are no studies on the narcissistic personality in addition to the presence in our society of this characteristic of narcissism, especially among managers of sports activity in their career work and their professional dissatisfaction, so the characteristic of narcissism has

---

<sup>1</sup> Ministry of Education, Sport and school activity, [Khansaa.sapry@yahoo.com](mailto:Khansaa.sapry@yahoo.com)

become one of the clear features in his personality M, so that the narcissistic employment is limited to attention as external to him m and arrogance of the permanent in terms of achievements of the success of the T unmatched a and willingness of the permanent leadership and power and aware of that his m ability to manipulate persons and the exploitation of any Shi favor of these needs and desires narcissism contribute to the search for the identity of the With the changes occurring in the image of the physical and the concept of self - m , but this study as it plunged to the normal character posed a threat to the personal psychological balance and hence the content of the research problem to learn about the narcissism and its relationship with professional satisfaction with the research sample.

### **Literature review**

Exposed man in various stages of his life for many external variables directly impact on the behavioral and social aspects affect accordingly we can say that the trait of narcissism image taken from the behavioral, emotional and social terms of some of the people. As narcissism ((means self-love or selfishness, and it is a personality disorder characterized by vanity, transcendence, a sense of importance and an attempt to gain even at the expense of others. Narcissus was in beauty and he adored himself to death when he saw his face in Water). (Symington, 1993) Narcissism is a social or cultural problem. It represents one of the factors in Trait theory Used in several self-assessment questionnaires. (Van, 2015) It is one of the features of the three characters in Dark Triangle Besides all of Machiavellianism and psychopathy. Narcissism is often a problem in a person's relationships with himself or others and with society, and occupational or job satisfaction, except for Healthy narcissism. It is worth noting that narcissism is different from concept Self-centrality. As for professional satisfaction, it is meant by the qualities that school principals have in order to be able to do his work to the fullest, and also the school principal in his work is affected by the extent of his professional compatibility and his satisfaction with the conditions of the work environment and the extent of his compatibility with the teaching staff and others from their work environment (Lance, 2016). Hence, the researcher articulated the importance of the research in identifying the narcissistic personality of general managers and its relationship to professional satisfaction.

*Narcissism:* A sense of grandeur and a sense of self-importance and distinction. (Ahmed, 2012)

*Occupational satisfaction:* It is the individual's attitude towards his work. A person who feels satisfied with work carries directions towards work, while a person who is not satisfied with his work carries negative directions towards work. (Maher, 2002)

### **Methodology**

*Research community:* Defining the research community is one of the important steps and stages in the process of conducting the research, as the researcher can deal with the community as a whole with research and study, as this community was located within the limits of its capabilities and capabilities, and the research community is defined as "all the individuals or things who are the subject of the research problem." (Muhammad, 2002) The researcher used the descriptive approach in an intentional manner due to its suitability to the nature of the research problem and the best methods that reach us for the most accurate results.

*Research sample:* The research sample is ((the focus of the work, which is the model on which the researcher conducts his entire work)) (Wajih, 3001). The researcher chose the research community from the directors of sports activity in Iraq, except for the Kurdistan region, and their number reached (20). They represent the original community for the research.

*Narcissistic Personality Scale:* Nomas Kobarisch, Derry, Elizabeth and Austin designed the Narcissistic Personality Scale, which at the time was the most widely used scale in measuring narcissism, as it was translated into Arabic (Riyadh, 2013) and consists of this scale of 40 items, and five options to not confront each paragraph between (always, often, sometimes, do not apply often, do not never apply). These paragraphs are distributed to the seven dimensions are (authoritarian, sufficiency self, excitement, excitement, independence, vanity, and merit) and the scale paragraphs were distributed on the dimensions as shown in the table as follows: -

**Table (1) distributes the scale paragraphs according to the dimensions**

Dimensions of the narcissism scale	The paragraphs
Authoritarianism	36 , 33 , 32 , 12 , 11 , 10 , 8 , 1
Self-sufficiency	39 , 34 , 31 , 22 , 21 , 17
superiority	40 , 37 , 26 , 9 , 4
Arousal	38 , 30 , 28 , 20 , 7 , 3 , 2
Independence	35 , 23 , 16 , 13 , 6
Vanity	29 , 19 , 15
Merit	27 , 25 , 24 , 18 , 14 , 5

Based on the aforementioned, the highest score that the subject can obtain for all statements on the narcissism scale is 200 degrees, and the lowest score that can be obtained is 40, so that the highest score is considered a high level of narcissism and vice versa.

*Occupational Satisfaction Scale:* This scale was prepared by (Hisham, 2009), and this scale consists of 65 items to measure occupational satisfaction and consists of five response options for each paragraph, ranging between (always, often, sometimes, not often applicable, never applicable). These paragraphs are divided into six dimensions are (work environment and its potential, material return, relationship with colleagues, self-realization, social standing, professional practice) and the scale paragraphs were divided into the dimensions as shown in the table as follows:

**Table (2) distributes the scale paragraphs according to the dimensions**

Dimensions are the measure of professional satisfaction	The paragraphs
Work environment and its potential	1-10
Material yield	11-21
Relationship with colleagues	22-31
Self-realization	32 - 41
Social status	42-52
Professional practice	53-65

**The range class on this scale was up to 325 degrees upper and 65 degree minimum**

*Narcissistic Personality Scale:* The psychometric characteristics of the scale include the ability of the scale to be prepared to measure it as well as the ability of the scale to measure the phenomenon with an acceptable degree of accuracy or with the least possible errors (Ahmed, 1998). Specialists in measurement and evaluation agree that honesty and reliability are the two most important characteristics of the scale's psychometric properties. A valid scale is by its nature fixed, while a fixed scale may not be true as it is homogeneous in its paragraphs, but it measures a feature other than that which it was prepared to measure (Safwat, 2005).

*Repels scale:* - honesty is that the measured test or the ability or attribute readiness test mode to measure, any measure actually what is meant that the measured (Mohammad 2009) , as a researcher relied on several types of honesty to verify the veracity of the measured one.

*The validity of the content:* - The researcher verified this type by analyzing the content of the scale and determining it based on subjective judgments. There are two types of truthfulness, namely, apparent truthfulness and physical honesty (Allen, 1998).

*Virtual honesty:* the researcher has achieved this kind of honesty and identified measured paragraphs with the help of a group of experts have been asked to each arbitrator to determine the validity of each phrase (suitable, not suitable) and appropriate adjustment of the paragraphs in proportion to the sample used as explained above.

*Half-segmentation method:* Narcissistic Personality Scale (0.863). In order to obtain the stability factor for the test as a whole, the (Spearman-Brown) equation was used to correct the correlation coefficient and after the correction, the reliability coefficient became (0.876), which is a high reliability coefficient that can be relied upon to estimate the reliability of the test.

*Stability of scale:*

*Half-segmentation method:* The functional satisfaction measure (0.753). In order to obtain the stability factor for the test as a whole, the (Cerman-Brown) equation was used to correct the correlation coefficient and after the correction, the reliability coefficient became (0.766), which is a high stability coefficient that can be relied upon to estimate the stability of the test.

*Fakronbach's labs:* The researcher used the method of (Fakronbach's coefficient), one of the half-segmentation methods, to find stability, and the idea of this was to find the internal correlations of the scale paragraphs, where the alpha in the narcissistic personality scale reached (0.898) and the professional satisfaction scale was (0.534)

*Objectivity:* If the questionnaire is controlled, it will be characterized by objectivity as it is far from interfering with the researcher himself and his opinions, and this is confirmed by a number of specialists (the extent to which the examiner is free from subjective factors. Therefore, the scale is considered objective.

*Exploratory experiment:* conducted researchers experience reconnaissance in the day ( Tuesday ) a brief summary (01.07.2020) on (2) of the managers and who have been keeping them with a sample experiment and the objective of conducting the experiment reconnaissance for the purpose of verification of the extent of the clarity of the paragraphs of the scale and the extent of their accuracy and absorb the same search scale and identify the errors in advance before conducting the experiment core , as well as for the detection of paragraphs is clear from the terms of language and content and find out the time that takes the answer from the scale .

*The main experiment:* Some basic scientific indicators must be available in the test or scale, the most important of which is its validity and reliability of scores. So it began the researcher tested the main which are intended to apply the measured one on the sample of (20) of managers sports activity in Iraq except Kurdistan region and by way of deliberate, dated ( 8-17 / 1/2020 ) and after the completion of the main experiment , the researcher collected data Of all members of the community and arranging them in tables in preparation for their statistical analysis.

## Results

### 1. Presenting and discussing the statistical description of the Narcissistic Personality Scale and the Hypothesis Medium

**Table (3) shows statistical analysis of the narcissistic personality scale.**

the scale	Arithmetic mean	standard deviation	Coefficient of torsion	Mediator	The lowest score	The highest degree
The narcissistic personality	130.9000	11.10192	0.56-	130.0000	110.00	151.00

Table (7) circles standard deviation calculation and the scale of the personal narcissism where the research was the arithmetic mean 130.9000 while the standard deviation reached 11.10192 While the coefficient of torsion was 0.56-. And the mediator was 130,000 At least 110.00 And a higher limit 151.00

**Table (4) shows statistical analysis of the narcissistic personality scale**

Variables	Arithmetic mean	standard deviation	skewers	Value (v) Calculated	Significance value	The type of difference
The narcissistic personality	130.9000	11.10192	0.56-	4.391	0.00	moral
Hypothesis				120		

Significance is significant if it is <0.05

Table No. (8) Shows the value of T for the narcissistic personality scale of the research sample, as the calculated value of T reached 4.391 by significance 0.00 with a moral result.

**Table (5) shows statistical analysis for areas of narcissism**

the field	Arithmetic mean	standard deviation	Values (T) Calculated	Significance value	The type of difference
Authoritarianism	26.3000	3.77108	2.728	0.13	moral
The hypothetical mean of the field			24		
Self-sufficiency	20.4500	4.08431	2.683	0.15th	moral
The hypothetical mean of the field			18		
superiority	17.6000	3.70490	3.138	0.05	moral
The hypothetical mean of the field			15th		
Arousal	23.1000	3.90546	2.405	0.27	moral
The hypothetical mean of the field			21		
Of the independence of the	14.8000	4.03407	-2.22	8.27	Immoral
The hypothetical mean of the field			15th		
Vanity	10.3500	2.41214	2.503	0.22	moral
The hypothetical mean of the field			9		
Merit	18.8000	2.80225	10.852	0.00	moral
The hypothetical mean of the field			18		

Table (9) shows the arithmetic mean and the standard deviation of the narcissistic personality scale domains of the research sample, i.e. the arithmetic mean of the domineering domain 26.3000 Standard deviation 3.77108 With the calculated value of t 2.728 And the significance value 0.13 As for the area of self-sufficiency, it reached the arithmetic mean 20.4500 And standard deviation 4.08431 With the calculated value of t 2.683 And the significance value 0.15 The area of superiority was the arithmetic mean 17.6000 And standard deviation 3.70490 With the calculated value of t 3.138 And the significance value 0.05 As for the arousal field, it reached the arithmetic mean 23.1000 And standard deviation 3.90546 With the calculated value of t 2.405 And the significance value 0.27 As for the field of independence, it reached the arithmetic mean 14.8000 And standard deviation 4.03407 With the calculated value of t -2.22 And the significance value 8.27 As for the vanity domain, it reached the arithmetic mean 10.3500 And

standard deviation 2.41214 The value of t calculated 2.503 And the significance value 5.22 The field eligibility reached the arithmetic mean 180.8000 And standard deviation 2.80225 With the calculated value of t 10.825 And the significance value 0.00 This means the highest result in the field was self-sufficiency, while the field of independence was insignificant, i.e. a natural result among the research sample, and the highest hypothetical mean was in the domineering domain. Presenting and discussing the statistical description of the Occupational Satisfaction Scale and the Hypothesis Medium:

**Table (6) shows statistical analysis of the occupational satisfaction scale .**

the scale	Arithmetic mean	standard deviation	Coefficient of torsion	Mediator	The lowest score	The highest degree
Professional satisfaction	194.0500	11.42239	2 . 02-	193.0000	169.00	213.00

In the table ( 10 ) circles calculations and deviation standard of measure of satisfaction professional with the sample search where was the middle arithmetic 194.0500 Standard deviation 11.42239 By the convolution factor 2.02- The mediator reached 193.0000 The lowest score reached 169.00 A higher degree was reached 213.00

**Table (7) shows statistical analysis of the occupational satisfaction scale**

Variables	Arithmetic mean	standard deviation	skewers	Value (v) Calculated	Significance value	The type of difference
Professional satisfaction	130.9000	11.10192	0 . 56-	-3.72	7.14	Immoral
Hypothesis				189		

Significance is significant if it is <0.05

Table No. (11) Shows the value of T to measure professional satisfaction among a sample search where was the value of t calculated -3.72 an indication value 7.14A moral j.

**A table (8) Arithmetic mean, standard deviation, and value (T) Calculated the value of the significance and the type of difference satisfaction with professional**

the field	Arithmetic mean	standard deviation	Values (T) Calculated	Significance value	The type of difference
Work environment and its potential	30.5500	5.50096	4.47	6.60	Immoral
The hypothetical mean of the field			30		
Material yield	33.6000	4.21026	6 . 37	5 . 32	Immoral
The hypothetical mean of the field			33		
Relationship with colleagues	28.7000	4.48506	-1.296	2.10	Immoral
The hypothetical mean of the field			30		
Self-realization	29.5500	3.31623	-6.07	.551	Immoral
The hypothetical mean of the field			30		
Social status	32.3500	4.78237	-6.08-	5.50	Immoral
The hypothetical mean of the field			33		

<b>Professional practice</b>	<b>39.3000</b>	<b>5.53553</b>	<b>2.42</b>	<b>8.11</b>	<b>Immoral</b>
<b>The hypothetical mean of the field</b>			<b>39</b>		

Table ( 12 ) shows the arithmetic mean and the standard deviation for the fields of the scale of occupational satisfaction with the research sample, i.e. the arithmetic mean of the field of work environment and its potential 30.5500 By standard deviation 5.50096 With the calculated value of t 4.47 And the significance value 6.32 The domain of the material return was the arithmetic mean 28.7000By standard deviation4.21026 With the calculated value of t 6.37 And the significance value 5.32 As for the area of the relationship with colleagues, it reached the arithmetic mean 28.7000 By standard deviation 4.48506 With the calculated value of t -1.296 And the significance value 2.10 As for the field of self-realization, it reached the arithmetic mean 29.5500 By shedding standard 3.31623 With the calculated value of t -6.07 And the significance value 5.51 As for the social position, it reached the arithmetic mean 32.3500 By standard deviation 4.78237 With the calculated value of t -6.08 And the significance value 5.50 As for the field of professional practice, it reaches the arithmetic mean 39.3000 Standard deviation 5.53553 With the calculated value of t 2.42 And the significance value 8.11As for the highest presumptive mean in the field of professional practice, it reached 39, and this means the non-significant result in the areas of the scale of psychological satisfaction, i.e. an inverse correlation relationship with the narcissistic personality scale, as shown in the table (9) .

**Table (9) shows Engagement**

		<b>Narcissism</b>	<b>Professional satisfaction</b>
<b>VAR00001</b>	<b>Pearson Correlation</b>	<b>1</b>	<b>009</b>
	<b>Sig. (2-tailed)</b>		<b>971</b>
	<b>N</b>	<b>20</b>	<b>20</b>
<b>VAR00002</b>	<b>Pearson Correlation</b>	<b>009</b>	<b>1</b>
	<b>Sig. (2-tailed)</b>	<b>971</b>	
	<b>N</b>	<b>20</b>	<b>20</b>

### **Discussion**

The researcher sees with regard to the existence of a relationship between narcissism and the dimensions of the relationship with colleagues, this is due to that person narcissist tends to control all the others ' exploitation and lack of respect, as well as trying to control them, leading to poor control of the world with others; sound and objective of social relations and social interaction must be based on respect and appreciation and capabilities for a your area in. Through the previous presentation, we notice an inverse relationship between professional satisfaction and narcissism, as the height of one inevitably reduces the other. Professional satisfaction is not based on the exploitation of others. On the contrary, it requires recognition of their capabilities, establishing social relations with them, and preserving their interests. In this case, the narcissistic person works to exploit others in an attempt to achieve his own goals. Young indicated that the collective narcissistic self-nests in under it loopholes and weaknesses as a result of exaggerated self-satisfaction and rejection of criticism and considering it as aggression from the other as it corrupts the ground for coexistence and harmony between the group and other groups The situation may lead to estrangement, conflict, failure to guide work, loss of confidence with others, and consequently rejection and ostracism, which negatively affects the level of professional satisfaction. (Riad, 2012) That the narcissistic personality appears through the exaggeration of

self-love that the owner falls into for some behaviors that are unfair to the rights of others, especially the managers among them, such as provoking them, highlighting his personality in a distinctive way at the expense of their personalities, exaggerating his capabilities and role, and the desire to show his superiority, where he is enraptured by his self-glorification, and he is excited by others praising him and is expected from others That they deal with him as being distinguished and sensitive towards those who do not show special interest, but may be disturbed by the appearance of others and their progress, and he may provoke in himself jealousy and envy, and he tries to diminish their status so that they do not appear in the level of competition and competition for his position and by rejecting this type of person any criticism or observation and they consider this an insult to their stature and a diminution for him. (Ahmad, 2010) Also, professional satisfaction requires a set of behaviors that are completely inconsistent with what a person with a narcissistic personality shows, including cooperation between the employee and co-workers, integration with colleagues at work, permanent readiness of the worker for training and change, the growth of personal and functional relationships between the manager and colleagues in a positive way, and the manager's sense of belonging to work and the professional institution in which he works It accepts criticism and practices constructive progress, in addition to recognizing the limits of its capabilities and capabilities, appreciating the capabilities and capabilities of others, recognizing them and not ignoring them. (Ali, 2009)

### Conclusions

1. The level of narcissism of the research sample was within the high level, meaning that they had a significant other than the independence dimension, which was not significant.
2. The level of occupational satisfaction of the research sample was within their high level.
3. There is an inverse relationship between the two measures of narcissistic personality and occupational satisfaction in the sample.
4. Work on conducting research and studies aimed at expanding further in studying the nature of the relationship between narcissistic personality and professional satisfaction or any other variable.
5. The topic of narcissism has not received enough attention in our society, as we hope that this study will be a scientific addition.
6. A training course counter to the general managers of all about professional satisfaction and escalating personal have.

### References

1. Ahmed El-Sayed , 2010; Narcissistic personality in psychoanalysis, for publication and distribution,
2. Ahmed Suleiman Odeh , 1998 : Measurement and Presentation in the Teaching Process, Irbid, Dar Al-Amal Publishing,
3. Ahmed Younes , 2012 ; The Impact of a Counseling Program to Alleviate Narcissism of Student Poets in the College of Education, Al-Qadisiyah Journal for Human Sciences, Volume 16, Issue 2, Baghdad, Iraq.
4. Ali Al-Dulaimi , 2009 ; Management Psychology and its Applications at Work, Amman, Jordan, Dar Al-Awael for Publishing and Distribution,
5. Allen, M & Yen, W, 1998: introduction to measurement theory. California, book note, p55.
6. Anas Muhammed Shehadeh , 2016 ; Empathy and narcissism and their relationship to professional satisfaction with counselors in schools in Damascus governorate, a master's thesis in psychological counseling, Damascus University, College of Education / Department of Psychological Counseling.
7. Maher Ahmed , 2002 ; Organizational Behavior - Skills Building Introduction, University House, Alexandria, Egypt,
8. Muhammad Abdel Fattah Al-Sayrafi , 2002 ; Scientific Research, Applied Guide for Researchers, First Edition: (Amman, Jordan, Wael for Publication and Distribution)
9. Muhammad Hassan Allawi, Nasr Al-Din Radwan, 2009: Measurement in Physical Education and Educational Psychology, 4th Edition, Cairo, Arab Thought House, p. 255.



10. Riad Al-Asimi, 2012; Narcissism The Arabic Encyclopedia, Volume Twenty, Number Two
11. Safwat Farag, 2005: Psychometrics, Cairo, Arab Thought Publishing House, 2nd Edition.
12. Symington, Neville (1993). Narcissism: A New Theory. H. Karnac Ltd. Pages 6--7. Archived from the original on 2015 January 28
13. Van der Linden, S.; Rosenthal, SA (2015). Measuring Narcissism with a Single Question? An Extension and Replication of the Single-Item Narcissism Scale. *Personality and Individual Differences*. 90: 238--41. DOI: 10.1016 / j.paid.2015.10.050.
14. Wajih Mahjoub, 2001; The Principles and Literature of Scientific Research, First Edition: (Amman, Jordan, House of Curricula and Distribution)