

Opening words (search for uniqueness, university professors)

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Abstract

The current research aims to identify the search for uniqueness among university professors, and to achieve the objectives of the current research, the researchers adopted the (Al-Jilawi, 2021) scale, which consists of (29) paragraphs, and the research was conducted on a sample of (400) male and female professors. In the search for exclusivity according to gender variable (male - female), scientific title (professor - assistant professor), specialization (scientific - human), the research sample consisted of 400 professor and assistant professor (1980 Snyder & Fromkin), the (Jilawi scale) was adopted at 2021), and according to the theory of Snyder and Fromkin to search for uniqueness, and the scale is finally (25) paragraphs, from three areas: (lack of concern about the reactions of others to other people's ideas, a person's desire not to always follow the rules, a person's desire to defend someone's His opinions and beliefs publicly). The reliability (0.80) was verified by the test and re-test method, and the reliability coefficient of the tool reached by the Facronbach method (0.79), and using statistical methods using the statistical portfolio for social sciences. The most prominent results of the research were, University professors enjoy the search for exclusivity. There is no statistically significant difference in the search for uniqueness according to the variables of gender and academic degree. There is a statistically significant difference according to the gender variable and in favor of males in the search for exclusivity. There are statistically significant differences according to a scientific-human variable and in favor of the scientific in the search for uniqueness. There is no statistically significant difference according to the scientific title variable (Professor - Assistant Professor). Uniqueness seeking among university masters

Keywords: Uniqueness seeking, University masters.

Research Problem

Individuals differ in the ratios of their motivation for discrimination and exclusivity, as the individual in society is subjected to forces that prevent him from continuing his sense of exclusivity, but rather forcing him to adopt the choices of others. Noting that individuals searching for exclusivity are rushing towards achieving a sense of difference and searching for uniqueness in moderate proportions, because the decrease or absence of exclusivity will generate negative emotions that will affect their psychological health and their self-confidence and they will have a negative concept of themselves. High exclusivity also generates psychological problems, and problems Social up to rejection by (Snyder & Fromkin, 2013: p43-47) The group they belong to If a decrease in the level of uniqueness and an increase in

similarity with others is associated with a decrease in self-confidence and a low level of self-satisfaction, then a higher percentage of uniqueness above the moderate level is associated with narcissism. Wood & et al. (2008, p76)) in (Dlodlo, 2014, p.191). Miller (1963) emphasized that individuals differ in characteristics due to various genetic factors. Each society has its own customs, traditions, and values that individuals acquire and should follow, and departing from them is an anti-social phenomenon, so it should be similar or not with others in the society without extremism or excessive (Snyder, 2002, p14 (Lynn &)). It is noticeable that the pressure of the group to suppress the motivation of its members in the search for exclusivity causes harm to individuals and groups as well (Suran, 1978, pp.1_5). Brehm, 1972) pointed out that group pressure generates psychological rebellion, a motive force that increases with the increase in the threat to freedom and motivation in the search for exclusivity Their differences from others (Brehm, 1972, p.39). But when the individual is compelled or compelled to remain within the group and when he is unable to change, he experiences feelings of inadequacy, failure and helplessness (helplessness, and this may lead to outward submission and internal rebellion) (Show & Costanzo, 1985 p. 267). It is recognized that higher education has a key role in building and developing the human being, as it represents the main pillar of progress in various fields, and because the human being is the end and the means for the advancement of countries, it has become important for higher and university education to seek to provide him with the appropriate skills and competencies, so that he can play his role fully in the Bring about comprehensive development in the various fields of life (Al-Sayed, 2004: 110).

As the educational system is constantly keen to develop its cadres, and the university professor is the most important real and effective resource. With the pressures that surround educational cadres in the era of rapid progress and development, he is required by virtue of his position and profession to have a motivation to master in his field of specialization. The teacher's motivation is greatly affected by the work environment, which should receive sufficient attention by those in charge of developing them (AIUGCHAAB, 2011:102). In order to achieve its many great goals, attention must be paid to the elements of the formative process in the university in general, and the university professor in particular, who needs constant care and attention to provide the best working conditions in order to perform his tasks with a kind of efficiency and distinction by renewing his knowledge and skills, and keeping pace with the accelerating scientific progress (Daoud, 2014: 4) . During the period of her studies at the university, the researcher noticed the large number of responsibilities entrusted to the university professor at the level of work in terms of increasing the number of accepted students in addition to the family and social commitment, in addition to the suspension of official working hours as a result of the unstable security conditions that passed through the country in general and the governorate in particular and problems E-learning imposed by the circumstances under the Corona pandemic, which made the researcher choose university professors as a sample to study, as it represents the most educated and informed segment among the segments of society. But when the individual is compelled or compelled to remain within the group and when he is unable to change, he experiences feelings of inadequacy, failure and helplessness (helplessness, and this may lead to outward submission and internal rebellion) (Show & Costanzo, 1985 p. 267). It is recognized that higher education

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The similarity between them is normal, but it does not necessarily mean that they are identical, which indicates the existence of differences with others. Thus, each person constitutes a special individual case different from others due to the differences and differences in the characteristics and qualities of each of them..(Gentzler, 1994:199-201) In the book (Plato's Republic) by the philosopher Plato stated that there are no two people alike, that is, each person has natural talents and characteristics that distinguish him from others. Among those psychological forces (Gerson, 2004: 107-112). Therefore, giving the individual the opportunity to search for exclusivity will lead him to search for various goals and interests, and then reduce competition for limited interests. It also opens new horizons of success for the individual in general, expanding competition for major goals and interests, and achieving them. Then individuals will be able to succeed in society in general (Snyder & et al, 2002, pp.290_292) Seeking discrimination and exclusivity in all areas of life and working to encourage it. Adding a new theoretical framework to the library in which it can be benefited. The current research dealt with an important segment of society, namely university professors.

Research aims

The current research aims to identify:

1-Searching for the uniqueness of university professors.

- Statistically significant differences in the search for uniqueness among university professors according to the gender variable (male - female), specialization (scientific - human) and the scientific title (professor - assistant professor).

Research limits

Time limits: the academic year (2020-2021).

Spatial boundaries: University of Dhi Qar.

Human limits: professors of Dhi Qar University (Professor, Assistant Professor)

UNIQUENESS SEEKING

1- Definition of Snyder and Fromkin (SNYDER & FROMKIN, 1980, p28)

“It is the stabilization and perpetuation of a sense of moderate self-distinction compared to other individuals.” (SNYDER, and FROMKIN, 1980, p.28)

It is the only definition found by the researcher.

Theoretical framework and previous studies:

Being motivated and moderately different from others is the most important principle in the theory of the search for singularity. Nevertheless, Snyder and Fromkin (1977-1980) also argue that there should be individual differences in the strength of this motivation. This research measures and explores motivation.

A number of ideas regarding the origin of these individual differences (Lynn&Snyder, 2002:29). Fromkin (1972) went beyond that, stressing that the results of singularity do not refer to differences between people in the type of structures they use to explain what they are about behaviors or events, but these differences occur in the individual himself, and what he uses from them to explain and understand a specific event or behavior Under specific spatial and temporal conditions, they can differ from the structures used to explain these events or behaviors if they occurred under different conditions. Therefore, a large number of social and psychological problems that an individual or society suffers from are a reflection of that, such as social and psychological conflict situations.

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1863).

In their search for the origins of singularity, Snyder & Fromkin (1980) explained the existence of internal causes for individual differences in the motivation of individuals to search for singularity, which are as follows:

First: The reason behind the motivation in the search for uniqueness in individuals is their difference from each other and their awareness of how this happened to themselves, which was represented in motivational traits due to the individuals' need for a fixed concept of the self. This explanation is similar to research that demonstrated individuals' resistance to challenges around self-concept, and implicit explanations were provided for individual differences regarding exclusivity motivation. Some individuals have clear personality traits that are not more natural than others.

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In their search for the origins of singularity, Snyder & Fromkin (1980) explained the existence of internal causes for individual differences in the motivation of individuals to search for singularity, which are as follows:

1-The reason behind the motivation in the search for uniqueness in individuals is their difference from each other and their awareness of how this happened to themselves, which was represented in motivational traits due to the individuals' need for a fixed concept of the self. This explanation is similar to research that demonstrated individuals' resistance to challenges around self-concept, and implicit explanations were provided for individual differences regarding exclusivity motivation. Some individuals have clear personality traits that are not more natural than others.

2. The university professors possess social and other methods of self-control and an active style, in addition to the lack of the research sample to have a control or take-and-avoid methods.

3. The absence of any clear statistically significant differences in the search for uniqueness according to the variables of degree and gender.

The Approaches and the procedures of the Research:-

To achieve the objectives of the current research, it is necessary to define the study population, choose a sample for it, prepare the measurement tools, ensure their validity and the ability of their paragraphs to distinguish, and their validity and reliability, and then apply them to the appropriate sample for data analysis and processing, and the research procedures are as follows:-

Methodology of Research:

To achieve the objectives of the research, the researcher adopted the (descriptive correlative) approach in measuring the motivation of mastery and its relationship to the search for uniqueness. Search procedures:

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Population of THE Research:

It expresses all the individuals or persons who represent the subject of the research problem, or all the elements related to the research problem that the researcher seeks to generalize the results of the study to (Al-Hussainawi, 2018: 58).

In light of the foregoing, the research community consists of university professors who hold the scientific title (Professor, Assistant Professor) (2021 / 2020) at the University of Dhi Qar and of both sexes (male-female) for the year, totaling (535), (147) male And (15) of females for those with the title of (Professor), (284) of males, and (89) of females, for those with the title of (Assistant Professor), and it included all faculties of the University of Dhi Qar except for the College of Dentistry for the absence of the two titles axis The study,

Research sample ResearchTHESAMPL: Al-Kubaisi defines the research sample as a group of respondents (individuals) chosen from the community to achieve the purposes of the study and research (Al-Kubaisi, 2007: 217). The researcher relied on the stratified random method in selecting the current research sample. The researcher resorted to it to select samples for the purpose of the research procedures and my agencies:

1- The statistical analysis sample numbered (400) male and female professors holding scientific titles (Professor, Assistant Professor).

2- The exploratory sample amounted to (50) male and female professors holding scientific

titles.

3- The stability sample and its number is (50).

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Research community of professors at the University of Dhi Qar distributed by gender (male - female), specialization (scientific - human) and scientific title (professor - assistant professor)

The first area: the absence of concern about the reactions of others to different ideas.

The second area: a person's desire not to always follow the rules.

The third area: the desire of any person to defend his views publicly. 30 (SNYDER&FROMKIN,1980:28 .) Psychometric characteristics of the scale: This process aims to exclude items that do not distinguish between respondents (individuals with higher levels and individuals with lower levels), and to keep items that distinguish between them because there is a strong relationship between the accuracy of the tool,

In (Radi, 2021: 50) (Cronbach & Cleser, 1965: p64) and the discriminatory power of its paragraphs. in a

The T-test was used for two independent samples to test the discrimination of paragraphs, as the calculated T-value represents the discriminatory power of the paragraph, the scores obtained by the members of the sample, which amounted to (300) male and female students, were arranged in descending order, and 27% of the degrees of the opposing parties (higher and lower) were chosen, and thus can be It provides two groups with the largest size and maximum variance with which the t-test for two independent samples can be used, by analyzing the paragraphs of the tool statistically using the t-test for two independent samples to test the difference between their average scores on each paragraph of the scale. The minimum is an indicator to distinguish each paragraph of the scale, and it was found that all the paragraphs of the tool are statistically significant (distinguished), as the calculated t-value for all paragraphs was greater than the tabular t-value of (1.96) with a degree of freedom (398) at the level of significance (0.05), and therefore it was not excluded The researcher used

any paragraph of the tool, as shown in Table (17).

The following is an explanation of the procedures for calculating these properties:

A_ The two extreme groups: To calculate the discriminatory strength of the paragraphs of the search scale for uniqueness, the researcher followed the following steps: The discriminatory strength of the paragraphs was verified using the method of the two extreme groups by applying the paragraphs of the scale to the statistical analysis sample of (300) professors, the answers were corrected, and then the total score was calculated for each form All the forms were arranged in descending order according to the total scores from the highest total score to the lowest total score, then the two extreme groups were determined in the total score. (46%) in order for the values of the coefficient of excellence to be consistent (Allam, 2000,284), and the number of individuals in each group became (108) professors and professors for the scale of search for uniqueness, the scores of the members of the upper group ranged between The significance of the difference between the two extreme groups in the scores of each paragraph of the scale, and it appeared that all the paragraphs of the scale are distinct because they are greater than the tabular t-value of (1.96) when Level (0.05) with a degree of freedom (398), and after applying the t-test for two independent samples to find out the significance of the difference between the two extreme groups in the scores of each paragraph of the scale, and it appeared that all the paragraphs of the scale are distinct because they are greater than the tabular t-value of the table above. That all paragraphs are distinct because their calculated t-values are higher than the tabular t-value of (1.96) at the level (0.05) and the degree of freedom (398).

Final description of the (Search for Uniqueness) scale:

The scale (searching for uniqueness) reached in its final form (25) items, corresponding to five alternatives that get degrees (5,4,3,2,1) respectively. degree (25), as shown. In Appendix No. (4).

The final application of the scale:-

After the two research scales have been prepared and their psychometric characteristics are accurate, with the aim of achieving the objectives of the current research, then the two scales are applied together on the members of the basic research sample, which is (300) professors and professors.

Virtual honesty

It is the extent to which the test or any other variable achieves the purpose for which it was set. (Fakhro, Turki, Al-Subaie, Amr, 2010: 192).

This kind of honesty can be obtained by presenting the tool to a group of arbitrators and specialists in educational and psychological sciences. As the paragraphs of the scale were presented in its initial form, amounting to (29) paragraphs of supplement (4), and for the purpose of identifying the validity of the paragraphs of the scale searching for exclusivity, they were presented to a group of arbitrators and specialists in the field of educational and

psychological sciences and psychological counseling, their number reached (30) arbitrators as in Supplement (4)) to issue their judgment on the validity of the paragraphs of the scale referred to in Annex (4) in order to ensure the following:

- Validity of paragraphs.
- Amending the paragraphs that need to be modified.
- Delete the paragraphs that do not fit in the search for uniqueness scale.

After calculating the arbitrators' answers, the following was found:

- The validity of the paragraphs adopted by the researcher.
- The validity of the paragraphs that obtained an agreement percentage (90%) or more from the arbitrators' opinions, as shown in Table (12).
- Paragraphs (16), (28) and (23) have been deleted.
- The arbitrators did not add any paragraph.



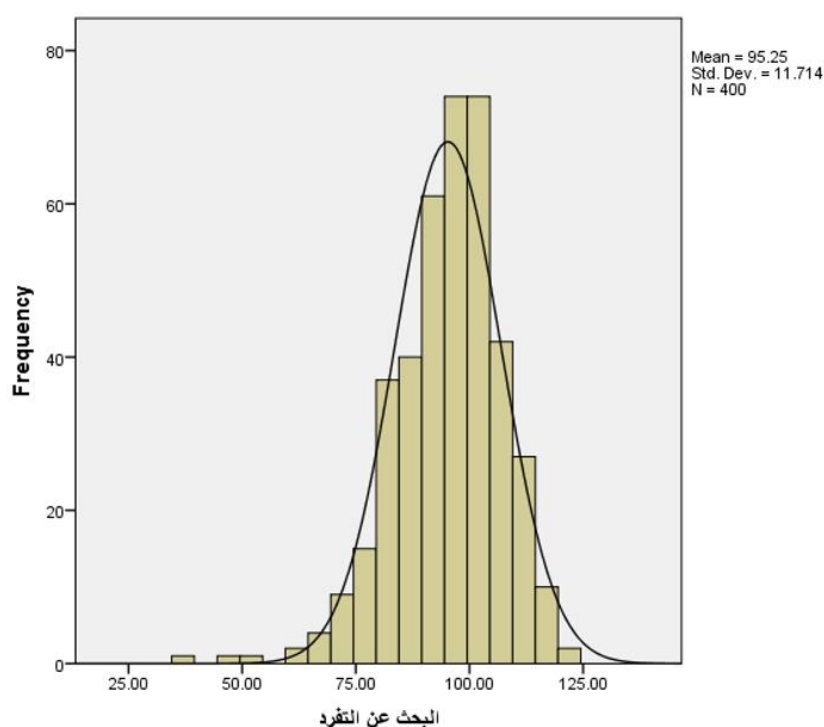
Confirmative analysis searching for singularity:

The results of the above table indicate that all paragraphs are saturated with their factors statistically significant, because the values of the standard regression weights (critical ratios) are all statistically significant in terms of (t) test values, all of which are higher than the tabular (t) value of (1.96) at the (0.05) level.), and the regression weights are intended to

estimate the value of the relationship between the paragraph and the factor to which it belongs, and that this result to be accepted must exceed (1.96) (Al-Barq et al., 2013, 143).

The researcher also obtained a number of important indicators of quality of congruence that show the extent to which the theoretical model adopted by the researcher matches the sample included in the study (university professors). This explains (Tegza, 2012,229-239).

After achieving the validity of the structure that includes finding the discriminatory power of the paragraphs and finding the internal consistency of the paragraphs (the validity of the paragraphs), the tool acquired the final form on the basis that every honest test is fixed. Attention was drawn to the fact that the tool was able to give relatively stable answers, and this is one of the requirements and conditions of the research tool that It gives consistency in the results when applied multiple times (Al-Ajili, 1990: 145), and for the purpose of extracting the stability of the scale, an appropriate sample was chosen randomly from the research community, which amounted to (50) university professors



Cronbach's alpha stability for the Singularity Search Scale:

The researcher verified the stability of the search scale for uniqueness by the Alpha Cronbach method, depending on the sample data for a college, and the reliability coefficient in this way reached (0.79).

Statistical means for the two scales: Statistical Analysis:

The researcher used several statistical methods, including:

1. Chi-square to extract arbitrators' opinions for the purpose of data processing, statistical methods were used by (Spss) Statistical Portfolio for Social Sciences.

2. The coefficient of t-test for two independent samples of equal size t-test to distinguish the paragraphs of proficiency motivation and the search for uniqueness to identify the goals.
3. Pearson correlation coefficient to extract the relationship according to the two variables and extract the paragraph relationship with the total degree of the mastery motivation scale and the search for uniqueness.
- 4...Alf-Cronbach's coefficient to extract the stability of the scale (the search for uniqueness), the scale (perfection motivation).
5. Analysis of variance to extract the stability of the scale (the search for uniqueness), the scale (perfection motivation).
5. The episodic test to find out the significance of the differences in the values of the correlation coefficients between the research variables, according to the variables (gender, specialization, scientific title).
- 6..The triple regression coefficient The triple regression coefficient was used by the researcher

Final application: After the two research scales were prepared and their psychometric properties were confirmed, and in order to achieve the objectives of the current research, the two scales were applied together on the individuals of the basic research sample (professor and professor).

Conclusions

University professors have a high rate of search for uniqueness, and each professor has special features that distinguish him from others.

- There is no statistically significant difference in the search for exclusivity according to the variables of gender and academic degree. There is a statistically significant difference according to the gender variable and in favor of males in the search for exclusivity._
- There are statistically significant differences according to a scientific-human variable and in favor of the scientific in the search for uniqueness.
- There is no statistically significant difference according to the scientific title variable (Professor - Assistant Professor).
- There is a correlation between the two variables and it is in favor of females according to the gender variable, and it is not statistically significant for the specialization variable and is statistically significant in favor of the professor according to the scientific title variable.

Suggestions

- 1- Conducting a study dealing with the search for exclusivity and its relationship to other variables of psychology, such as social comparison, individual subordination to the group, and psychological rebellion.

2- Conducting a study dealing with the search for uniqueness and its relationship to other variables of psychology, such as social comparison, individual submission to the group, and psychological rebellion.

Recommendations

1. Working on developing the search for uniqueness among university professors through (conducting workshops, seminars, discussions and training courses) that focus on the need for individuals to seek and work for uniqueness.

2. The presence of a specialized body linked to the deanship of the faculties and the head of the department. It conducts meetings and meetings on an objective basis for the various university professors, who perform their work in a unique way, and this body should take care of the contributions made by the master who masters his work, and this is by giving them the opportunity to express their opinions And their ideas about the progress and prosperity of tasks and for the purpose of upgrading their creative abilities.

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