

Job burnout and its relationship to achieving competitive superiority among the employees of the University of Baghdad

Areej Faiq Abd alShihabi¹, Noor Khalil Ibrahim^{1*}, Hassan Sabah Abdul Hassan ALChalabi¹

¹Department of Business Administration, College of Administration and Economics, University of Baghdad, Iraq

*Corresponding author E-mail: noorkhalil@coadec.uobaghdad.edu.iq

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Abstract

This research focuses on the epidemic of Job burnout and seeks to achieve sustainable preeminence among the employees of the University of Baghdad. It also identifies the meaning of the differences between the two genders of males and females according to the variables, and it also does the correlation between the two variables. First, the two researchers developed a test of job burnout that incorporates 18 items, which has been proven to be statistically fit. Moreover, they developed a competitive superiority measure consisting of 22 items in it, and its psychometric properties confirm their fit. The two tools were applied to a sample of 120 employees who were randomly selected from six colleges at the University of Baghdad, alongside university staff. As for API 2021–2022, the research concluded that it is found that the research sample of the employees of Baghdad University did not have any job burnout. Research reveals that females and males differ in job burnout, and it is more normal for females to be depressed, which leads to burnout in the workplace. The within-group result of the research has shown the fair competitive advantage of the University of Baghdad students. No differences in male and female brains reach significance, as institutional forces push for achieving dominant positions in competition. The results of the statistical analysis confirmed that the competitive sustainability of work belonging to the staff of the University of Baghdad does not correlate with job burnout.

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1. Introduction

Job burnout is one of the widespread phenomena in our societies, and it is a feature of the current era and part of the reality of life that may lead to a decrease in the level of employee performance, and many employees at various administrative levels suffer from a group of pressures that cannot be avoided as they affect the members of the whole organization, whether it is administrative leaders, subordinates, employees, as it is to varying degrees and each person differs from the other. However, it can be said that job burnout and its dimensions have an impact on the performance of workers and may cause losses, whether material or moral, such as lack of production, low organizational commitment, lack of a sense of achievement among workers, as high levels of job burnout can lead to negative effects on individuals and are reflected as a result on their behavior and their performance, so attention should be given to the behavioral aspect and to find the best ways to deal with this

phenomenon, to reach a state in which the working individual is psychologically balanced and thus the workers become satisfied with their work and feel comfortable while performing their daily work and the results of their work are positive to achieve the goals of the institution in which they work.

The two researchers found that the study of the relationship between these variables is appropriate as a result of the lack of studies dealing with the relationship between job burnout and competitive superiority within a holistic framework, especially in the Iraqi environment [1, 2].

The phenomenon of job burnout is one of the negative phenomena that affect the performance of workers in the work environment, as there is a set of pressures that workers are exposed to, which reflects negatively on work performance and the organization alike. It also negatively affects the relationship between co-workers and motivation and performance. However, this case refers to the extreme psychological pressures that have increased and exacerbated in society.

The important source in building competitive superiority is the size and amount of competition at work and the capabilities available to employees, as the increase in the volume of competition certainly leads to the organization's interest in strategic aspects such as strategic planning for its operations and activities.

Therefore, the problem of the current study can be centered by answering the following question: Is there a correlation between job burnout and competitive superiority among the employees of the University of Baghdad?

The research's importance stems from addressing an important issue related to job burnout and competitive superiority, and as long as the human element is the main component in the production process, as its attitudes and behavior towards its work affect the level of quality of performance. We can address the research's importance as follows:

1. The research's importance lies in helping the administration at the University of Baghdad to identify the problems facing employees that lead to a decrease in their performance.
2. Identify the causes of job burnout and search for solutions and proposals to create an appropriate work environment that positively affects their performance.
3. The research presents an attempt to reduce the negative effects of the phenomenon of job burnout
4. This research is an addition to the knowledge of the Iraqi library and opened the way for specialized researchers to conduct more research on the concepts of job burnout and competitive superiority.
5. Providing information that helps all administrative officials at the University of Baghdad about job burnout that employees at the university may go through.
6. The topic of competitive superiority is important because it is a relatively new topic, as the two researchers did not find any previous study between job burnout and competitive superiority.

2. Research objectives

1. University of Baghdad employees' job burnout difference (male-female) significance (female-male) in the realm of job burnout among the employees of the University of Baghdad.
2. Fulfilling the aim of elevating the position of the University's Employees in the marketplace.
3. The importance of the difference in accomplishing competitive superiority through the distribution between male and female employees of the University of Baghdad which gives them a better say in reaping success and stability.
4. The interrelationship between job fatigue and employees at the height of competition.

3. Research hypothesis

To achieve the research objectives, the two researchers will test the following null hypotheses. Firstly, we can say that our study shows that there isn't a statistical difference among Baghdad University employees with regard to the level of significance (0.05) in burnout between male and female employees.

Secondly, there is no phenomenon of competitive supremacy at the level of significance (0.05) in relation to gender among employees of Salahaddin University, Baghdad.

Thirdly, according to the level of significance ($\alpha = 0.05$), there is no relationship seen between job burnout in the employees of the University of Baghdad and competitive superiority among them. The current study restricted its sample to male and female-employed personnel of the University of Baghdad for the 2020-2021 academic year only.

Mental, emotional, and physical exhaustion which comes as a result of workers fully committing themselves to the work they do without receiving the required benefit or any chances of recouping invested capital are the prominent issues, but without getting the needed satisfaction. It is also interesting to note that [3] described anxiety as a condition of mental and physical exhaustion caused by stress or repressed anger. Furthermore, Karakoc et al. [4] identified that this includes not just the situation when a person changes his feelings towards working but even the conditions party stipulated that there be mental stress that could lead to a failure in the workspace. It is a syndrome of job burnout that is constituted by emotional exhaustion, work distress, cynical behavior, depersonalization, and low career achievement in individuals who frequently experience such symptoms. The final reproduced burnout score which represented the result after the research. It is the question of the business applying its inner qualities to make the tasks being performed by itself difficult to be attained by other competitors in case they try to do it instead [5]. Zoubi characterizes it as “the essential goal of any organization to provide for their growth and continuity; that way, they can achieve success, progress, and excellence.” [6] The authors characterize competitive superiority as the optimal use of the functionality of the establishment to provide the desired services, in comparison to the competitors to provide the greatest value to its outputs, which eventually leads to the establishment achieving the highest levels of success.

4. Job burnout

Currently, the continuous topic of job burnout has been the focus of attention for researchers regarding the number of studies carried out to research and investigate how workers burn out due to jobs. This is because workers suffering employment burnout is an emerging field to research on. Research, as a part of occupational health psychology, on the topic of job burnout is and remains the most prevalent as job burnout can be attributed to three main factors: chronic fatigue, negative work attitude, and emotional dysfunction. These challenges result in the decline of productivity which, in turn, makes the working environment less attractive and affects health negatively [7].

The researchers' opinions differed about what the concept of job burnout is, and there is no single definition agreed upon. Some of them based their definition on describing the symptoms, others based their definition on mentioning the causes or effects of combustion, and some of them summarized it by mentioning its dimensions.

Most studies indicated that there is a difference between burnout and work pressure because the two terms are often used to describe the same phenomenon. Accordingly, it is necessary to clarify pressure at the beginning because it is a prevalent problem in contemporary life. As it is a negative emotional experience such as frustration, stress, anxiety, or inability to deal with problems [8]. Pressure is a state of mental, emotional, and physical imbalance. Burnout is a phenomenon resulting from the development of disappointment. While pressure is generated by the individual's awareness of the situation, burning stems from the individual's feeling that his needs are not met and his expectations are not met. The pressure also can remain for a short, temporary, or long period. Burnout develops gradually with the passage of time and pressure can be positive or negative. However, burnout is always negative and pressure can happen to anyone burnout happens to people who started their lives with lofty goals and intense motivation as pressure occurs to a larger number of individuals as a result of poor relations between colleagues while burning occurs for a smaller number of individuals, pressure occurs in all types of occupations, while burnout occurs in professions that involve dealing with others [1].

Most researchers believe that this era is the era of anxiety as a result of the complexities of civilization and the speed of social change as well as the increase in the burdens and requirements of life. Nevertheless, anxiety differs from job burnout, and if both are a disorder to which the individual is exposed, we find that job burnout is always negative, and anxiety can be present in most of the individual's life stages and various stages of life. As for job burnout, it is related to job and professional performance wherever the individual is in the stage of adulthood, as well as related to work situations. Anxiety can also be a reason for the occurrence of job burnout if it exceeds the limit and continues for a long time [9].

Stress is a great emotional burden resulting from the exposure of the individual to many demands that lead to physical and psychological exhaustion. Therefore, it is close to emotional stress, as it represents one of the components of job burnout, as well as a symptom of its many symptoms. Stress also constitutes pressure, as it is a circular relationship in which there may be no end between psychological pressure and psychological stress [10]. Job burnout just seems to have become a part of humanity that everyone is living in all the fields since there emerge intricacies in life too complex to navigate and things to fulfill that are impossible to implement. Such pressures result in the manifestations directed towards the insults of the people. Students and employees' individual patient experience and job burnout cost the United States about 10% of the gross national product for a year only. On the other hand, there are academic sources that view jobs that are geared toward people as the most contributory to the development of burnout, as faced with situations where such jobs weigh heavily, counting public-connected professions as among the most affected [11, 12]. Consequently, they are thought to demand direct engagement and a precise perception of what people stand for and bear in mind that they are the prerequisite for the assessment of workers.

5. The most important theories explaining job burnout

5.1. Psychoanalytic theory (Freudian)

This theory could be considered as an interpretation of job burnout as a direct result of the pressure on the individual's ego, while maintaining interest in work – which may be seen as a long process of either expecting the individual's capabilities or the individual's inability to face such pressure appropriately, or may develop from the process of suppression or numbing of desires that are unacceptable but can mutually conflict.

5.2. Behavioral theory

Behavioral theory reveals burnout as a kind of deviant behavior that the individual can learn because of inept environmental factors. For instance, the individual may not arguably learn adaptive behaviors with acceptable results and hence burnout may occur. The belief is that lack of job satisfaction bears internal feelings such as anger and anxiety and mostly, because of the poor external environment where human behavior makes what humans behave to be the results of physical and environmental factors that can be changed by changing the work environment.

This theory did not ignore the reality of feelings, perception, and the internal mental processes of the individual, but rather acknowledged their existence, which regulates behavior and controls it and is affected at the same time by environmental conditions. Each of us realizes an event or something through his personal experience and experience with similar subjects. Therefore, the final outputs are mainly caused by environmental experiences. Therefore, this theory rejects that job burnout is due to the employee's interactions with his colleagues only, but also to environmental factors and pressures to which he is exposed [13].

5.3. Cognitive theory

This theory, in a way, targets the void of sense in one's life as a cause of this aspect of stress. The loss of the reasons or the reasons that make life meaningful for a given person in his life is a kind of existential axis from which the person suffers, definitely, and this emptiness includes the meaninglessness of life which causes to the person feel no more to be appreciated, which in turn prevents the person from achieving his goals, and thus he may suffer from job burnout. As a result, there is a mutual connection between job burnout and loss of meaning

in life is what it occurs because they are a pair of inter interlocked to a coin, if we can say that job burnout leads to the loss of meaning in life, so the lack of meaning causes job burnout.

6. The concept of competitive superiority

The principle of superiority in terms of competition amongst enterprises is one of the significant areas of study in the current management literature. This is because these businesses are surrounded by various changes as a result of the increased development in knowledge and information technology. The obstacle to this since the mid-ninety of the twenty-first century is to commute economics of scale into the market share [14]. Furthermore, Ref. As the research suggests competitive advantage implies (in other words the areas in which the firm exceeds its competitors).

Competitive superiority is of great importance in the work of institutions, regardless of the nature of the activity practiced by those institutions, which strive through these activities to survive, grow, and develop for the longest possible period in light of a highly competitive environment and technical change that makes excellence important for organizations, and the importance of competitive excellence can be determined as follows: - The importance of competitive superiority stems from the challenges facing organizations at present, as it has become in dire need of what distinguishes it from the rest of other organizations in terms of activities, capabilities, or resources to be able to survive and compete in today's environment as a result of these challenges. Therefore, the organization must strive to obtain an advantage in competitiveness through the training and development of its employees [15].

Competitive superiority is an important criterion for successful organizations because it constantly creates new models for competitive superiority, as long as the old models have become traditional and widely available, and competitors can follow [16].

Preserving competitive advantage should always be a top-of-the-line objective for organizations and, to do so, upgraded awareness of the environment and seeking innovative ways of dealing with the macro changes is a must. The challenge of project management in business projects of all sizes is either about finding means or sources, but are those means utilized to achieve success in a changing world? However, the technical and technological factors that encompass the way of doing business, and what process production implies the tangible and intangible goods, represent the important sources of succession [17]. Among the most important of them, as mentioned by [18, 19], is to continue to accompany the organization in the long term. It is characterized by superiority over competitors with a unilateral advantage. It must be renewable and compatible with the external environment. It is flexible as it is easily replaced by competitive features. It must achieve added value to the organization's outputs compared to others.

7. Methodology

The mentioned researcher utilized the following statistical methods, which were performed by using SPSS data analysis programs:

- Independent-samples t-test
- Pearson correlation coefficient
- Alpha Cronbach equation
- Single sample t-test
- Percentage equation

The current research population consisted of 2478 University of Baghdad employees for the academic year 2021-2022, with 1122 males and 1356 females. The researchers relied on selecting a sample for their research the random method, where the number of members of this sample was 120 employees who were selected from 6 colleges at the University of Baghdad: College of Science, College of Engineering, College of Agricultural

Engineering, College of Information, College of Political Science, College of Education for Girls, as well as the employees of the university presidency, by 60 males and 60 females, and the Table 1 indicates this.

Table 1. Gender and workplace are the two determinants used to choose the study population.

SL	Workplace	Gender		Total
		Males	Females	
1	College of Science	8	8	16
2	College of Engineering	10	8	18
3	College of Agricultural Engineering	8	10	18
4	College of Information	8	10	18
5	Faculty of Political Science	10	8	18
6	College of Education for Girls	8	8	16
7	Presidency of the University	8	8	16
	Total		60	120

After a review of the literature, the studies, and the relevant measures, the two researchers analyzed the research on burnout and competitive achievement. They subsequently built scales that consisted of these concepts. The burnout scale originally had 18 paragraphs, with each paragraph representing one of five possible outcomes. I would survey the participants by first asking them how frequently the given statement “it always applies to me” resonates with them, followed by “sometimes applies to me,” “rarely applies to me,” and so on. The same two paragraphs were given options that the students could rate on a scale of 5.

On the other hand, the questionnaire on professionalism also reflected the 22 initial questions about the issue. The last point is that all responses were accompanied by five different questions and the answers were usually the same. In this study, data was collected from an expert panel of graduates, and psychologists were given the jobs burnout scale and the competitive superiority scale instruments to help identify any issues with their validity. After careful reading of the feedback from the experts, we have made insignificant changes to more than 80% of the paragraphs, so every one of the paragraphs kept their purpose but with some additions.

8. Results and discussion

This procedure aims to retain the good paragraphs in the two scales. To analyze the paragraphs, the method of the two extreme groups was used; out of a total of 120 employees, jobs of the University of Baghdad were given the measure of burnout as well as the measure of feeling competitive superiority. In this case, the sample was chosen to understand the topic in general terms and paragraph analysis in specific terms.

To be able to do this kind of analysis, we began by computing the total score of each questionnaire by combining both scales. Next, the questionnaire was filled in the order of all the exams from highest to the lowest score for each scale. We subsequently split the surveys into two groups, one representing 27% of the questionnaires with the highest scores and the other representing 27% of the surveys with the lowest scores. In total, there were 32 surveys in question that we divided between the two groups equally.

To assess the difference between the means of the two groups, we utilized two different samples, separating their data on a t-test. For the separate paragraphs, the t-value was compared to the tabular value which is known as 1.96, to ensure that classification was accurate. The job burnout scale was a significant test at the 0.05 level; all scales were different and separate without overlap. Furthermore, in the learning objective of achieving competitive excellence, the measure of statistical significance was applied at 0.05. Tables 1 and 2 support this point.

Table 2. The discriminatory power based on items of the burnout scale

	Senior group		Lower group		The calculated t-value
	Average	Standard deviation	Average	Standard deviation	
1	4.79	1.36	3.48	0.68	8.96
2	4.79	0.87	3.69	0.74	9.47
3	4.82	1.41	3.32	0.69	10.0
4	4.96	1.47	3.95	0.96	6.05
5	4.53	1.22	3.65	1.27	6.03
6	4.05	1.08	3.88	1.26	7.32
7	4.04	1.31	3.45	0.87	10.51
8	4.76	1.1	3.02	1.10	11.72
9	4.77	1.16	3.09	1.019	11.41
10	4.25	1.2	3.85	1.28	8.35
11	4.22	1.22	3.78	0.95	9.68
12	4.85	1.148	3.84	1.24	6.30
13	4.37	1.542	3.59	1.15	6.04
14	4.91	1.43	3.65	0.97	7.58
15	4.11	1.36	3.48	0.97	9.48
16	3.65	1.10	2.41	1.00	8.67
17	3.12	1.27	2.01	1.07	6.96
18	3.05	1.40	1.93	1.08	6.66

Table 3. A measure of the discriminating capability of things in attaining competitive supremacy

	Senior group		Lower group		The calculated t-value
	Average	Standard deviation	Average	Standard deviation	
1	4.34	1.22	3.23	1.01	7.85
2	4.19	1.45	3.34	0.88	8.11
3	4.39	1.43	3.55	1.33	6.03
4	4.54	1.11	3.65	1.04	7.19
5	4.33	1.19	3.58	1.10	6.17
6	4.28	1.13	3.24	1.07	9.66
7	4.13	1.45	3.23	1.20	7.34
8	4.35	1.16	3.34	0.96	8.70
9	4.18	1.17	3.55	1.12	9.48
10	4.38	1.26	3.26	1.17	3.89
11	4.47	1.33	3.76	0.92	7.10
12	4.39	1.34	2.23	1.22	8.28
13	4.78	1.13	2.10	1.05	6.72
14	4.46	1.29	3.93	1.10	8.38
15	4.65	1.21	3.22	0.80	8.31
16	4.45	0.89	3.87	0.87	9.14
17	4.17	1.21	3.12	1.11	5.56
18	4.76	1.23	3.43	1.19	8.76
19	4.54	1.30	3.31	1.18	6.44
20	4.63	1.11	2.90	1.18	5.15
21	4.61	1.50	3.51	1.22	9.27
22	4.78	1.31	3.87	1.21	6.12

Employing a functional job burnout scale with degrees of freedom of 118 and a significance level of 0.05, the two scientists found a statistically significant function of the Pearson correlation coefficient between the overall score and the degree to which each item's input is reflected in it (0.174). Getting an edge over the competition is a key idea of all of the successful export markets as displayed in 4, 5.

Table 4. Correlation coefficients based on the job burnout scale with the total score

Paragraph	Correlation coefficient	Paragraph	Correlation coefficient	Paragraph	Correlation coefficient
1	0.199	7	0.206	13	0.305
2	0.246	8	0.182	14	0.277
3	0.247	9	0.288	15	0.281
4	0.232	10	0.279	16	0.293
5	0.274	11	0.211	17	0.190
6	0.263	12	0.296	18	0.249

Table 5. Correlation coefficients of achieving competitive superiority with the total score

Paragraph	Correlation coefficient	Paragraph	Correlation coefficient
1	0.322	12	0.427
2	0.364	13	0.366
3	0.358	14	0.429
4	0.423	15	0.477
5	0.411	16	0.323
6	0.435	17	0.361
7	0.290	18	0.381
8	0.213	19	0.200
9	0.340	20	0.389
10	0.380	21	0.216
11	0.410	22	0.370

Validity is the most important standard characteristic that must be taken into account in constructing psychological scales. The validity scale is the one that measures what it was set for or what its paragraphs are supposed to measure. The two researchers extracted two indicators of the validity of the measures of job burnout and competitive superiority, which are:

A - Apparent validity: It expresses the clarity and wording of the paragraphs and their type, and ensures that the paragraphs are related to the variable to be measured. It also expresses the accuracy, objectivity, and suitability of the tool's instructions for the purpose for which it was set. This type of validity has been achieved by presenting the two scales to the experts and taking their opinions on the validity of the paragraphs and instructions of the scale, as mentioned in the validity of the paragraphs.

B - Constructive validity: The methods of analyzing the paragraphs of the two current research scales in the tables (2, 3, 4, and 5) are indicators of this type of validity. The scale whose paragraphs are elected in the light of the discriminatory power indicators and the paragraph's connection to the total degree of the scale has constructive validity.

To establish the reliability of the two scales being used in this study, the researchers turned to the use of the Cronbach Alfa test. What offers the most logical explanation of stability is the fact that it enables measuring both internal consistency and homogeneity due to all the items being able to evaluate the same property. This process is carried out through the coordination of the paragraphs indicating the entire test and their interdependence within the test. Furthermore, the correlations between the upper job burnout scale have an alpha stability coefficient of 0.83, but for the competitive superiority scale, the correlations are between 0.81.

After the two procedure checks and validation, she distributed the questionnaires to the 120 randomly sampled participants (i.e., employees of the University of Baghdad) simultaneously which appeared with the two questionnaires fused.

By statistical calculation, the mean score for job burnout in the sample was found equal to 49.67 with a standard deviation of 5.33. The purpose of this research was to create a scale that would vary between 0-100. In testing one sample, the obtained t-value was 1.35 and the tabular value was 1.96. As comparisons revealed null mean difference for 119 d.f. at 0.05 the result was found to be statistically insignificant. Thus, the findings of the study from the University of Baghdad workers will not be coupled with occupational burnout. It also becomes obvious that Table 6 supports such a conclusion.

Table 6. Consequences from a t-test comparing the sample's actual and hypothetical means on the topic of burnout on the job

Sample	Arithmetic mean	Standard deviation	Hypothetical average	Degrees of freedom	T-value		Significance level (0.05)
					The calculated t-value	Tabular t-value	
120	4.67	5.33	54	119	1.35	1.96	Non-significant

The second aim is to ascertain whether or not there is a statistically significant difference in work burnout rates between male and female University of Baghdad staff members based on gender. The study of gender-related differences in work burnout among males and females at Baghdad University showed no significant difference at a critical level of $p < 0.5$ between the male and female employees when assessed by the null hypothesis test.

The t-test was employed to serve its purpose twice for two separate samples. Analyzing the outcomes revealed the computed t-value was 2.77 passing the tabular value of 1.96 at a significance level of 0.05 and 118 degrees of freedom. Although this gap is partially compensated by a largely female arithmetic average standing at 51.60 with a male average of 47.73, the difference is still in favor of females.

Table 7. The t-test results for two samples comparing the average job burnout scores of men and women

Gender	No.	Standard deviation	Hypothetical average	T-value		Significance level (0.05)
				Calculated t-value	Tabular t-value	
Males	60	47.73	5.44	2.77	1.96	Significant in favor of females
Females	60	51.60	5.13			

Straightforward data revealed that burnout rate is common for women in the workplace more than that among men. Therefore, we are retired to the alternate hypothesis which asserts that there are differences between males and females at Baghdad University, and we reject the null hypothesis which says there are no differences between the sexes.

Thirdly, we want to see the University of Baghdad staff reach a level of competitive excellence. A segment of the conducted statistical analysis shows great progress in realizing the competitive superiority in the minds of individuals from the research population. The mean score for competitive equilibrium is 71.12 with a standard deviation of 5.48 which is higher than the hypothetical mean of the scale which is 66. Finally, we carried out a t-test on one sample and the result was to arrive at a t-value of 9.13 which was compared to the tabular 1.96 value. Hence this is significant in terms of statistics at the confidence level of 119 and with a 0.05 degree of freedom. Table 8 also goes into detail to show that this is correct.

Table 8. The value of the t-test for the difference between the arithmetic and hypothetical mean of the research sample in competitive superiority

Sample	Arithmetic mean	Standard deviation	Hypothetical average	Degrees of freedom	T-value		Significance level (0.05)
					Calculated t-value	Tabular t-value	
120	71.12	5.48	66	109	9.13	1.96	Significant

As for the fourth goal, we want to find out how much of an impact gender has on the gender gap when it comes to establishing competitive superiority among UBA staff.

In accordance with the regulations of a null hypothesis test, the male and female employees' competitive superiority at the University of Baghdad will be different without significantly impacting statistical analysis at a 0.05 confidence level. While the t-test was used to get there with two separate sample groups, the results only the t-value of 1.01 which is lower than the actual tabular value for that sample of 1.96 at the level of 0.05 and 118 degrees of freedom. This is a result of the fact that our sample males' and females' arithmetic mean statistics which stand at 71.62 and 71.12 respectively point to statistical significance. Hence, it is here depicted in Table 9.

Table 9. The results of the t-test for two independent samples between the average scores of males and females in competitive superiority

Gender	No.	Standard deviation	Hypothetical average	T-value		Significance level (0.05)
				Calculated t-value	Tabular t-value	
Males	60	71.62	8.30	1.01	1.96	Non-significant
Females	60	71.12	8.13			

The study proves that neither advantage nor superiority belongs only to male people. Having done a careful analysis it has been found that though among staff and staff, there have been no occurrences to support gender differences in competitive excellence. In line with this rejection of any difference, the null hypothesis is upheld.

Job burnout is a significant factor influencing the personnel of the University of Baghdad, and superiority at the level of significance ($p < 0.05$) must be obtained. Following the discovery of the Pearson correlation coefficient analysis at a significance of 0.05, and using 118 degrees of freedom, the finding was that there is no correlation between job satisfaction and achieving competitive superiority. The coefficient correlation value for the observations was -0.121 than the tabular Pearson value for the same of 0.174.

Thus, the researchers can argue that being burned out, out or experiencing excessive work, disapproves this hypothesis and there is no relation to how employees achieve competitive advantage at Baghdad University. Therefore, based on this, we accept the null hypothesis, which argues that job burnout is not correlated with the competitive superiority of volunteers working at the university, and we hold to the alternative hypothesis which says that there is a relation. Cloud, IoT, and fog computing can enhance job burnout if adopted while keeping security issues [15-19].

9. Conclusions and recommendations

1. Providing training programs for employees and introducing them to job burnout and the causes that lead to job burnout and their impact on their performance.
2. The demand for the correct person to go to the right place means that the administration can provide more suitable staff with the potential abilities and abilities which then will lead to lower job burnout.
3. Paying attention to the positive relations of employees and working to support them, as they contribute to achieving competitive superiority.

4. Studying the effect of job burnout on achievement and motivation among employees of other ministries.
5. Studying the relationship of organizational commitment to competitive superiority among department and divisional officials at the University of Baghdad.

Conflict of interest

The authors declare that they have no conflict of interest and all of the authors agree to publish this paper under academic ethics.

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