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The Effect of Functional and Administrative Sagging on the Production Process

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Contemporary systems are exposed to conditions that impede their keeping pace with their activities. These may fall within the framework of organisational obesity. Examples include throwing large numbers of employees into the career field to supplement those systems with new blood, in addition to recruitment, and filling vacancies or bridging vacancies, and the apparent response to the demands of workers from work. Justifications may vary. However, there are many problems, among them the prevalence of situations that may portend a deviation of the functional floor and make it closer to desertification and drought than greening it. The present problem of research was manifested in a question of its content: "Does a slack career leave negative effects and consequences in reality preaching? Fulfils and makes the job a source of drought for the production process?" A questionnaire collected data, and a number of statistical methods were used including the SPSS program, described below. The research concluded that the 'sagging career' leaves different effects on the dimensions of the productive process in the field of research. The research reached the senior management's conviction of the importance of reducing career sagging, and providing confidence and internal commitment between senior management and workers. As to recommendations, a plan was formulated to eliminate disguised unemployment, through appointment according to competencies and qualifications, which leads to the eradication of favouritism and administrative corruption.

Key words: *Functional and Administrative Sagging, Production Systems*

Introduction

Administrators, economists, social experts, and even self-appointed experts warn constantly of a widespread phenomenon. In many companies, institutions, and even government departments, in many countries, there is administrative and career slack. It presents great risks to the economy and society and to self-development, productivity, and the objective scientific evaluation of workers at all administrative levels. Sagging employment means inflation in the number of employees to perform a specific job. Therefore, this surplus means that the work in question is not sufficiently impact, in terms of neither quantity or quality. These people are receiving salaries, allowances, etc. without any consideration of their providing work to the establishment, institution, or administration that they work in. Also, it is a waste of their time that could have been used in what is productive and beneficial. This phenomenon poses great risks to the progress and development of the institution, department or workplace in which they work. Any development or progress in it is dependent on creativity at work, and not inactivity and sitting around only waiting to receive a salary. Thinking, seriousness and creativity are needed in work, to give pride personally as well as pride in one's establishment as one become an example and role model to others. Instead functional and administrative sagging results in demolition workers.

Extraneous workers also weaken the morale of those who make sincere efforts throughout their time. They see with their own eyes that they are equal with one who is merely sitting, and wasting time until the end of the day and yet receiving the same salary if not more. This is a stark contrast to the principle of scientific and objective evaluation of workers, when preparing reports, or giving rewards, bonuses or increases. Therefore the question remains: What is the just criterion for which workers who work seriously will be fair to others under such conditions?

Research Methodology

First: Research Problem

Administration suffers in most developing countries in general. Chronic faults and problems have contributed, for long and extended periods, to the lack of achievement of objective goals and to low levels of performance. The most important of these problems is increased suffering. The phenomenon of 'career slack' has emerged in many government departments, not in Iraq but also worldwide, as a result of the growth of this dangerous phenomenon in most of the country's departments and institution, and beyond.

Sagging employment has been called a pathological condition that afflicts administrative systems. It has also been termed corruption; misuse of a position for narrow and personal

ends. Corruption may be listed as including exploitation of influence, favouritism, fraud and embezzlement. Interestingly, all people tend to consider 'career sagging' a sin of the public sector yet it is in the private sector, but rather the private sector Sometimes involved in most forms of government corruption.

Second: The Importance of Research

Career sagging is an administrative issue. It can affect production, an important topic needing much research and study, especially in light of contemporary organisations that embrace many workers. This leads to the possibility of exposing them to the procedures node, which leads them to confirm their personality Within the framework of a series of directives adopted, whether embodying this by providing opportunities for appointment on the pretext of filling vacancies or filling cases of bitter deficiency, which indicates the dependency state, the extent of laziness, leading to low productivity.

Third: Research Objectives

1- Define functional slack and determine its impact on the production process, thus enabling the researcher to present procedural concepts in accordance with the research guidelines.
2- Present the phenomenon analytically, from the researcher's point of view, indicating the negative effects that 'career slack' has on production.
3- Detection differences with statistical significance, between the indicators of career slack and the production process in question.

Fourth: Research Hypotheses

1- The first main hypothesis: There is a significant correlation between functional and administrative sagging and the productive process, and a group of sub-hypotheses emerges from it:
   A- There is a significant correlation between government control and the production process.
   B- There is a significant correlation between personal desires and the productive process.
   C- There is a significant correlation between weak management and the productive process.
   D- There is a significant correlation relationship between administrative and functional deviations and the productive process.
2- The second main hypothesis: There is a significant relationship of influence between functional and administrative sagging and the productive process, and a group of sub-hypotheses emerges from it:

A- There is a significant relationship of influence between government control and the production process.
B- There is a significant relationship of influence between personal desires and the productive process.
C- There is a significant relationship of influence between weak management and the productive process.
D- There is a significant effect relationship between administrative and functional deviations and the productive process.

The Theoretical Side

First: The Concept of Functional and Administrative Slack

Administration, economics, social, and even self-experts warn constantly of a phenomenon prevalent in many companies, institutions, and even government departments in many countries. It is the phenomenon of administrative and career slack, due to their great risks to the economy and society and to self-development, productivity, and objective scientific evaluation of workers at their various administrative levels (Fayyad, 2011).

'Sagging employment' inflates the number of employees to perform a specific job. A surplus is not impacting the work at hand, in neither quantity or quality. These people are receiving salaries, allowances, etc. without providing any consideration to the establishment, institution, or administration for which they work, as well as wasting their time which could have been used productively and beneficially (Ali, 2017).

'Slack careerists' receive the same salary as others if not more. This, as indicated above, clearly contradicts the principle of scientifically and objectively evaluating workers, when preparing reports or giving bonuses or increases. Therefore the question remains: What is the criterion for career slack? This phenomenon has great risks for the progress and development of the institutions, departments and businesses that people work in. Any development or progress depends on creativity at work, not inactivity and sitting, only waiting to receive a salary. Progress and development requires thinking, seriousness and creativity, give a result of which one can be proud of, such that one is proud of one's facility and becomes an example and role model for others. It is a factor of it Blood and weakening the morale of those workers who make sincere efforts throughout their time. They see with their own eyes that they are equal with one who is just sitting and wastes time until the end of working hours; hours that are fair to those who work hard and seriously, compared to the others. Its impact on production?

As for other researchers describe this phenomenon similarly. They see that functional and administrative sagging "is the rigidity of government agencies and their poor performance and productivity, despite the great financial support for their budgets due to weak administrative leaders, the absence of change and development, in addition to the lack of qualified human resources, the lack of modernisation of the old organisational structures and the lack of clarity of administrative powers and responsibilities." (Khalif, 2012)

Based on the foregoing, the prevailing pattern of administrative sagging in some government agencies is a mixture of previous opinions. Given the last opinion, this appearance usually emerges as a result of the desire to satisfy the soul by expanding the scope of one's career, hoping to upgrade to higher job levels. These personal desires are additional to the many amendments in the organisational structures of government agencies in close periods of time, administration generates departments and divisions.

Second: The Reasons for Career and Administrative Slack

Sagging employment is one of the pests that affects the progress of institutions, their development, and their transcendence in the service of the state and the people. Administrative and functional sagging are part of the main causes of administrative corruption, the result of which is also mostly financial corruption. In summary:

1- It is not dependent on material profitability.
2- There is no good evaluation of employee productivity, and if any, results are not apparent.
3- Favouritism is present in the government sector more than in the private sector (Al-Waeli, 2006).

Third: Keeping Administrative Slack Away

1- There has been weak government oversight in following up on suspect businesses, uncovering corruption cases, and exaggerations in development expenditures. This constitutes serious and massive accumulations; financial corruption, and when disclosing it, those in the wrong are not held accountable. That lack of transparency is due to the weakness of the judiciary in holding them accountable and following them. This deprives the judicial and supervisory authorities of trust as to following up corruption, finding intention, and holding wrongdoers accountable.
2- Dying personal desires, away from the legislation, strategies, and general policies of the state. Whenever an official changes the ministry is reversed, according to his personal style, and the category of associates changes. This is due to the lack of management criteria for selecting the leader, and the absence of an institutional style in administrative work units. This opens the door to corruption and stagnation, and stalls the rule of law. Administrative corruption casts a shadow over highly disguised unemployment.

Meanwhile, some managers override the public interest with private interests. They are not able to continue to do so, if workers are distributed in a meaningful and efficient manner. Presently however, work becomes restricted to a number of persons close to it, and they control corporate or institutional capabilities, according to their interests (Hassan, 2014).

3- There has been weak production by the senior management, and a departure towards private interests in building wealth and following up on private trade in government institutions. This leads to conflicts of interests, and hidden relations between officials, until it has extended to ties of affiliation, descent, and kinship. These ties form a dangerous focus in corruption, to be found in the single ministry Relatives and alms.
4- Administrative and functional deviations, that those violations that are issued by the public employee during the performance of his duties in the system of legislation, laws and controls and the individual values system that do not promote reform and fill the vacuum to develop legislation and laws that seize the opportunity to take advantage of the gaps instead of pressing the decision makers and legislators to review and update them constantly. This leads to lack of respect for the need to attend work at given times and dates, and leaving inappropriately or spending time reading newspapers, receiving visitors, refraining from performing work, inaction, laziness, lack of responsibility, disclosure of job secrets, and a non-work consciousness (Proceedings of the First Scientific, 2009).

Fourth: The Concept of the Production Process

Industrial resource management is a historical concept that is variously termed ‘production operations management’, ‘production management’, and formerly ‘production management’. Historically, this type of administration began to divide production even in the time of ancient craftsmen. However, it did not spread more widely when complemented with the concept of the interchangeability of parts, in the eighteenth century which eventually led to the Industrial Revolution. This concept was established until Henry Ford manufactured the concept of the famous assembly line, known as "bringing work to men". Production management became an approved tool to improve productivity, increasing its popularity and demand for its application. Between the 1950s and 1960s it formed a separate system, in addition to attracting other concepts such as Taylorism, production planning, or inventory control. In the long run, a transformation took place in the developed world economy, with gradual development towards the concept of quality services and goods. All aspects of the company's functions, including product management, started to merge. Quality of service also started a new approach, through the application of the principles of productive management in process planning and organisation (Al-Zoubi and Azzam, 2010).

The productive process is a measure of the efficiency of the transfer of resources or production elements into goods and services, which depend for their production or delivery on effort and human intelligence. Therefore it is a measure of the ability to convert inputs to outputs, according to explicit specifications at a particular time and appropriate cost. This scale represents a quantitative relationship between the inputs, or elements of production on the one hand and between the outputs or units on the other. It also represents the efficiency of the process of converting these inputs to outputs, during a specific period.
It is the first process of production, which depends on the use of all means that help to apply it in a correct way, and includes labour, the financial value allocated to production, and productive means, whether related to workers or industrial machinery, that contribute to obtaining the final product (Al-Taweel, et al., 2007).

Fifth: Characteristics of the Production Process

Projects of different types need productivity measures. Such measures help them judge their progress in achieving their goals. But there is no specific formula for calculating productivity indicators with a comprehensive concept. We can say that measuring productivity is a measure of the effective use of resources. So the primary task of the production manager is to achieve utility, in the product of the enterprise's resources; productivity is a measure of the output attributed to the inputs (employment, capital, materials, energy). Productivity can be measured at the level of a single operation, a specific department, production department, or at the level of the entire organisation (Hammoud et al., 2008). However, for metrics it should be characterised by the following:

1- That the scale be clear and its formula consistent with the organisation's accounting whenever possible. The less complex the formulas, the more understandable and easy to apply they are, and the stability of the scale leads to a true and realistic evaluation.
2- That the scale be combined with achievable goals, making the results more realistic and pay for improvement.
3- That the scale be combined with achievable goals, making the results more realistic and pay for improvement.
4- The measurement process depends on an accurate and fast information system, in which the information is recorded first and foremost, making the results easy to process.
5- The measures of productivity are multiple and affect most activities and functions (Al-Ali, 2006)

Sixth: Dimensions of the Production Process

1- Low level of worker productivity: This is not strange, nor hidden from the suffering public sector institutions and government agencies. Instead the 'unemployment'

phenomenon is prevalent. It is manifested by the workforce numbers that exceed actual need, which leads to low worker productivity and weak efficiency in their employment. That reflects negatively on the profitability of operating institutions, and prevents the possibility of increasing their incomes. This perpetuates a negative psyche among workers, and a failure to satisfy their needs. This state of affairs justifies a thorough study of the reality of disguised unemployment in the public sector, as antecedent to a future solution to this problem (Al-Atoom et al., 2011).

2- Increasing administrative burdens and costs for institutions: The success of any institution depends to a large extent on the reliability and rationalisation of decisions that affect productivity growth. Decision-making has become the central axis of all administrative activities and practices at all levels. It is also the basis for efficiently implementing plans, in line with prevailing conditions of production. The productive decision must be made by rational, logical reasoning that searches for maximum results (maximum profit and minimum loss (Al-Ali, 2006).
3- Low profitability of enterprises: Productivity is the synergy of all the common production inputs. Achieving those elements requires a conscious and understanding management, interrelating the different input elements. Therefore, the quality of management greatly affects organisational productivity. Modern machinery and a skilled workforce may be available. However, the establishment achieves losses. The efficient economic management affects the greater part of the real return determinants of productivity, in its two parts, represented in the real value of the outputs and the real cost of the input elements (Al-Zoubi and Azzam, 2010).

The Practical Side

First: Statistical Description of Search Variables

This paragraph aims to set out the level of dimensions and paragraphs of the research represented by (functional and administrative sagging as a variable and explanatory and the production process as a response variable) through the use of the arithmetic mean, the standard deviation, and the level of significance, as each paragraph or after a mean arithmetic occurs less than (Al-Atoom et al., 2011) a hypothetical medium or a percentage less than (60%) is rejected. The questionnaire items can be described statistically.

Table (1): Statistical description of the questionnaire items

Dimensions and paragraphs	Arithmetic mean	Standard deviation	**Percentage**
First: administrative and career slouch			
A- Governmental oversight			
The activation of internal and external oversight will limit career slack.	3,71	1,03	**0,74**
Strict regulations and laws will limit career sagging.	3,71	0,98	**0,74**
She believes that preventing stress and interventions will reduce career sagging.	3,56	1,12	**0,72**
Legislating a law that protects employees from external interference will contribute to reducing career sagging.	3,64	0,78	**0,71**
Participation in the different administrative levels in the institution will reduce career slack.	3,66	0,88	**0,73**
Total arithmetic mean	3,65		0,73
B- Personal desires			
Use of a person with authority and powers with what is prohibited in an objective manner.	3,54	0,74	**0,71**
Poverty can be considered a major cause of career and administrative slouch.	4,11	0,86	**0,83**
It is considered an indication of a moral crisis in personal behavior.	3,85	1,05	**0,77**
Sagging career can be considered a medical condition.	3,91	0,51	**0,79**
Abuse of the position for personal purposes and individual interest.	3,90	0,81	**0,78**
Total arithmetic mean		**0,78**	
C- Weak senior management			
There is a relationship with administrative imbalances in social organisations.	1,01	3,32	**0,67**
Sagging can be considered a cause of social and political instability.	0,99	3,24	**0,66**
The top management does not lay down laws and regulations that limit career slack.	0,88	3,53	**0,71**

The administration's unwillingness to change its existing systems of its contentment and satisfaction with the information it provided.	0,68	3,69	**0,75**
Lack of support and awareness of senior management in modern production systems.	0,58	4,11	**0,72**
Total arithmetic mean	0,71	**3,57**	
D- Administrative and functional deviations			
Establishing a new system to measure annual performance in place of the current system will lead to a reduction in career slack.	0,74	4,06	**0,81**
You think that focusing on managerial and leadership minded people will reduce career slack.	0,86	4,08	**0,82**
Creating a system of incentives and bonuses based on work will reduce career slack.	0,82	3,94	**0,78**
The prevailing political and economic conditions constitute an impediment to the application of modern productivity methods.	0,64	4,38	**0,89**
Trying to have a sound management structure in the organisation helps a lot in the process of successful productivity opportunities.	0,91	3,62	**0,73**
Total arithmetic mean	0,79	**3,88**	
Total arithmetic mean for functional and administrative sagging	0,75	**3,75**	
Second: The productive process			
A- Productivity level			
The Foundation relies on declared and defined criteria and principles to measure the efficiency of the worker.	0,79	4,06	**0,81**
The Foundation applies specific mechanisms as support and encouragement to workers.	0,90	3,64	**0,74**
Low productivity in the organisation will reduce its competitiveness.	0,83	3,65	**0,73**
The responsibility for increasing productivity lies with everyone in the organisation.	0,93	3,94	**0,89**
The Foundation works to design work sites to contribute to productivity.	0,99	3,84	**077**

Trying to find and eliminate wasteful aspects.	0,70	3,85	0,77
Total arithmetic mean	0,77	**3,82**	
B- Administrative costs			
Increasing productivity contributes to the organisation's work by reducing production costs.	0,72	3,44	**0,69**
The absence of trained personnel to apply the scientific methods of the production process.	0,76	3,33	**0,67**
The lack of data necessary to implement the production process.	1,09	3,46	**0,69**
The high costs of replacing modern administrative methods and the effort required, therefore, makes the administration reject any proposal regarding the application of these methods.	1,17	3,38	**0,68**
Total arithmetic mean	068	**3,40**	
C- Profitability of the enterprise			
Unavailability of scientific and practical experiences and competencies capable of applying modern production methods.	0,35	4,04	**0,82**
The lack of detailed information necessary to apply modern administrative methods.	1,04	3,64	**0,74**
Lack of adequate support and encouragement to apply modern productivity methods.	1,30	3,36	**0,67**
The absence of an approved organisational structure governing relations between the various departments in the organisation.	0,88	4,17	**0,84**
Lack of interest of the higher management of the institution in holding training courses for modern productivity methods.	0,79	3,80	**0,76**
Total arithmetic mean	0,76	**3,81**	
The average arithmetic mean of the production process	0,74	**3,69**	

Source: The researchers relied on computer results.

It is noted from Table (1) that all paragraphs of the questionnaire recorded values of an arithmetic mean greater than (3) and a percentage greater than (60%). How much was the

value of the mean of the explanatory dimension of functional and administrative slack, (3,75) and a percentage (75%), either the overall mean for the production process was (3,69) and a percentage (74%).

Second: Confirmatory Factor Analysis and Stability Coefficient for Resolution Clauses

The research relied on the extracted ratios, using factor analysis. The statistical program (SPSS) built the global factor model, through the method of the usual main components, in the light of which the process of determining the saturation ratios for each paragraph and thus for each major and sub dimension is conducted.

As shown in Table (2), as the importance of the factor comes through the amount of its interpretation of the variance, as well as the amount of increase that a factor adds in the presence of other factors (86,26) of the total variance of the data, the saturation ratios for each paragraph and the value of (Alpha) to measure the extent of the stability of the questionnaire, are shown.

Table (2): Confirmatory Factor Analysis and Stability of Resolution Clauses

	Dimensions and paragraphs	Saturation ratios	Alpha coefficient	
First: administrative and career slouch				
	Governmental oversight			
	The activation of internal and external oversight will limit career slack.	0,89	Acceptable	0,83
	Strict regulations and laws will limit career sagging.	0,87	Acceptable	
		0,85	Acceptable	
	She believes that preventing stress and interventions will reduce career sagging.	0,84	Acceptable	
	Legislating a law that protects employees from external interference will contribute to reducing career sagging.	0,88	Acceptable	
	Personal desires			
	Use of a person with authority and powers with what is prohibited in an objective manner.	0,85	Acceptable	0,69
	Poverty can be considered a major cause of career and administrative slouch.	0,78	Acceptable	
	It is considered an indication of a moral crisis in personal behavior.	0,88	Acceptable	

Sagging career can be considered a medical condition.	0,79	Acceptable	
Abuse of the position for personal purposes and individual interest.	0,82	Acceptable	
Weak senior management			
There is a relationship with administrative imbalances in social organisations.	0,91		0,68
Sagging can be considered a cause of social and political instability.	0,80	Acceptable	
The top management does not lay down laws and regulations that limit career slack.	0,92	Acceptable	
The administration's unwillingness to change its existing systems of its contentment and satisfaction with the information it provided.	0,86	Acceptable	
Lack of support and awareness of senior management in modern production systems.	0,85	Acceptable	
Administrative and functional deviations			
Establishing a new system for measuring annual performance in place of the current system will lead to a reduction in career slack.	0,93	Acceptable	0,79
You think that focusing on managerial and leadership minded people will reduce career slack.	0,84	Acceptable	
Creating a system of incentives and bonuses based on work will reduce career slack.	0,92	Acceptable	
The prevailing political and economic conditions constitute an impediment to the application of modern productivity methods.	0,83	Acceptable	
Trying to have a sound management structure in the organisation helps a lot in the process of successful productivity opportunities.	0,78	Acceptable	
Second: The productive process			
Productivity level			
The Foundation relies on declared and defined criteria and principles to measure the efficiency of the worker.	0,81	Acceptable	**0,78**
The Foundation applies specific mechanisms as support and encouragement to workers.	0.82	Acceptable	
Avoid errors, administrative and productivity problems before production.	0,90	Acceptable	

Trying to cancel those activities that do not add value to the production process.	0,93	Acceptable	
Striking a balance between the number of employees and the tasks required of them, so that there is no room for wasting time by workers or additional wages.	0,89	Acceptable	
Trying to find and eliminate wasteful aspects.	0,93	Acceptable	
Administrative costs			
The lack of qualified individuals in the field of administrative costs.	0,83	Acceptable	
The absence of trained personnel to apply the scientific methods of the production process.	0,87	Acceptable	**0,69**
The lack of data necessary to implement the production process.	0,86	Acceptable	
	0,87	Acceptable	
Profitability of the enterprise			
Unavailability of scientific and practical experiences and competencies capable of applying modern production methods.	0,88	Acceptable	
The lack of detailed information necessary to apply modern administrative methods.	0,89	Acceptable	
Lack of adequate support and encouragement to apply modern productivity methods.	0,90	Acceptable	
The absence of an approved organisational structure governing relations between the various departments in the organisation.	0,91	Acceptable	**0,70**
Lack of interest of the higher management of the institution in holding training courses for modern productivity methods.	0,89	Acceptable	

Source: The researchers relied on computer results.

According to Table (2), it became clear that all the questionnaire paragraphs had an acceptable internal consistency, as long as the paragraphs recorded saturation ratios greater than (50%). This indicates the validity of the questionnaire. The questionnaire as a whole is higher than 68%, so this questionnaire is of good stability.

Third: Testing and Analysing the Influence Relationships of Research Variables

Simple and multiple regression analysis was used in the tests for identifying the effect of (functional and administrative sagging) on the production process, as well as relying on the Beta coefficient to know the expected change in the response variable (the production process) due to the change in one unit of the explanatory variable (career sagging). Further, the administrative), reliance on the determining factor (R ^ 2) was used to identify the ability of the model to explain the fluency between the explanatory variables and the response variable. A comparison between the impact strength of each of the explanatory variables was measured through (t-test), which indicates Significance of results, as well as S. Using the (f) test to identify the significance of the regression model, the research has relied on the level of significance (0,05) to judge the extent of the effect, where the calculated level of significance is compared with the level of approved significance (0,05), and the effects are of significant significance. If the calculated level of significance is smaller than the level of approved morale and vice versa, One main hypothesis has been developed which states that there is a significant effect of functional and administrative slack on the production process, and four sub-hypotheses are derived from this hypothesis.

First: This sub-hypothesis states that there is a relationship between the effect of functional and administrative slack through governmental control in the dimensions of the production process, and it will be tested as follows:

Table 3: Relationship factors for government oversight in the dimensions of the production process (N = 42)

X1	**The details**	**Productivity level Y1**	**Administrative costs Y2**	**Company profitability Y3**
Governmental oversight	Value (a)	1,247	3,399	2,534
	Coefficient (B)	0,82	0,07	0,55
	Coefficient of determination ⟦^ 2⟧	0,66	0,05	0,29
	Correlation coefficient R	0,82	0,07	0,55
	Computed F	77,568	0,215	16,502
	Computed T	8,807	0,463	4,062
	Level of significance	0,00	0,645	0,00
	Simple regression equation	Y1=1,247+0,82X1	Y2=3,399+0,07X1	Y3=2,534+0,55X1
	The result	Accept the hypothesis	The hypothesis is rejected	**Accept the hypothesis**

Source: The researchers relied on computer results.

Table (3) shows that government control has an impact relationship in the production process, as the coefficient B reached (0,82), and this means that one unit increase in government control will increase the level of productivity by (0.60), and there was an impact relationship for government control In administrative costs, as it reached (0,07), this increases the profitability of the organization if we increase government oversight by one unit because the impact factor is weak, that government control has an impact on administrative costs, and according to the results of Table (3) there is an impact on the productivity level and the profitability of the organization, Also, there is no effect of government oversight on the profitability of the institution.

Second: This sub-hypothesis states that there is a relationship of the effect of functional and administrative sagging through personal desires in the dimensions of the productive process, and it will be tested as follows:

Table 4: Relationship factors, personal desires in the dimensions of the production process (N = 42*)*

X1	**The details**	**Productivity level Y1**	**Administrative costs Y2**	**Company profitability Y3**
Personal desires	Value (a)	1,219	2,700	1,782
	Coefficient (B)	0,72	0,18	0,55
	Coefficient of determination ⟦^ 2⟧	0,50	0,032	0,29
	Correlation coefficient R	0,72	0,18	0,55
	Computed F	41,371	1,376	16,552
	Computed T	6,432	1,173	4,068
	Level of significance	0,00	0,248	0,00
	Simple regression equation	Y1=1,219+0, 64X1	Y2=2,700+0,18 X1	Y3=1,782+0,55 X1
	The result	Accept the hypothesis	The hypothesis is rejected	**Accept the hypothesis**

Source: The researchers relied on computer results.

Table (4) shows that personal desires have an effect relationship in the productive process, as the value of (B) reached (0.72). This means that one unit increase in personal desires increases in the level of productivity by (0.72), and there was a weak impact relationship For personal desires in administrative costs, the coefficient (B) reached (0.18), and this increases the administrative costs if we increase the effect of personal desires by one unit, whereas personal desires have an impact on the profitability of the institution, and according to the results of Table (5) there is an effect of personal desires in the level of Productivity and profitability of the organisation, as there is no impact of personal desires on administrative costs.

Third: This sub-hypothesis states that there is a relationship of the effect of functional and administrative slack through the weakness of the higher management in the dimensions of the production process, and it will be tested as follows:

Table 5: Relationship parameters: Weakness of the higher management in the dimensions of the production process (N = 42)

X1	the details	Productivity level Y1	Administrative costs Y2	Company profitability Y3
Weak senior management	Value (a)	1.242	2.197	**2.932**
	Coefficient (B)	0.62	0.36	**0.29**
	Coefficient of determination [(^ 2)]	0.37	0.13	**0.08**
	Correlation coefficient R	0.62	0.36	**0.29**
	Computed F	24.135	5.801	**3.389**
	Computed T	4.914	2.408	**0.073**
	Level of significance	0.00	0.022	**0.073**
	Simple regression equation	Y1=1.242+0.62X1	Y2=2.197+0.36X1	**Y3=2.932+0.29X1**
	The result	Accept the hypothesis	The hypothesis is rejected	Accept the hypothesis

Source: The researchers relied on computer results.

Table (5) shows that the weakness of higher management has an impact relationship on the productivity level, with a value of (B) (0.62). That means one unit increase after the weakness of the higher management increases the level of productivity by (0.62), as there was an effect relationship of weak senior management on administrative costs. Factor B reached (0.36). This increases administrative costs if we increase in senior management by one unit. However, the weakness of senior management did not significantly affect administrative costs, as shown by the impact factor (0.29). According to the results in Table (5), there is an effect of weakness of higher management on the level of productivity and administrative costs. Further, there is an effect of management weakness Higher in the level of productivity and profitability of the enterprise, as there is no effect of the weakness of senior management in administrative costs.

Fourth: This sub-hypothesis states that there is a relationship between the effect of functional and administrative sagging through administrative and functional deviations in the dimensions of the productive process, and it will be tested as follows:

Table 6: Relationship factors: administrative and functional deviations in the dimensions of the productive process (N = 42)

X1	**The details**	Productivity level Y1	Administrative costs Y2	Company profitability Y3
Administrative and functional deviations	Value (a)	0.564	2.828	**1.876**
	Coefficient (B)	0.72	0.16	**0.57**
	Coefficient of determination ⟦^ 2⟧	0.53	0.03	**0.33**
	Correlation coefficient R	0.72	0.16	**057**
	Computed F	43.271	1.208	**19.956**
	Computed T	6.579	0.172	**4.466**
	Level of significance	0.00	0.279	**0.00**
	Simple regression equation	Y1=0.564+0.72X1	Y2=2.828+0.16 X1	**Y3=1.876+0.57X1**
	The result	Accept the hypothesis	The hypothesis is rejected	Accept the hypothesis

Source: The researchers relied on computer results.

Table (6) shows that administrative and functional deviations have an effect on the productivity level, as the value of the coefficient (B) reached (0.72). This means that one unit increase in administrative and functional deviations increases the level of productivity by (0,72), but that there are no An effect relationship of administrative and functional deviations on administrative costs, as the coefficient of (B) reached (0.16). This increases the profitability of the institution, that the administrative and functional deviations have an effect on the profitability of the institution and functional in administrative and functional deviations, as the impact coefficient has reached (0.57), and only Results of Table (6): There is no effect on the productivity level and profitability of the institution, and there is no effect on the deviations administrative and functional costs of administration Fifth: The main hypothesis test: This hypothesis states that there is a relationship

Table 7: Transactions of functional and administrative slack in the production process

X	**The details**	The production process Y
Administrative and slouching	Value (a)	1.407
	Coefficient (B)	0.69
	Coefficient of determination [^ 2]	0.49
	Correlation coefficient R	0.69
	Computed F	37.168
	Computed T	6.098
	Level of significance	0.00
	Simple regression equation	Y5=1.407+0.69X
	The result	Accept the hypothesis

Source: The researchers relied on computer results.

Table (7) shows that functional and administrative sagging has an impact relationship on the production process, as the value of the coefficient (B) reached (0.69). This means that an increase of one unit in the functional and administrative sagging will affect the production process by (0.69) since the value of (T) calculated is greater than its tabular value in terms of the level of significance (0,000), so it accepts the hypothesis. This indicates an effect relationship of significant statistical significance, for functional and administrative slack in production at the research level.

Conclusion and Recommendations

Conclusions

1- Activate the issue of administrative oversight in a scientific way. Supervisory bodies must base their work and control on the public interest, or there is no benefit from them at all. Otherwise, they too are subject to contagion and administrative slack.
2- Stir the interest of those involved in the production process, including engineers, technicians, observers and skilled workers, to carry out a preparation.
3- Conduct technology research and courses on facilitating production processes.
4- Plan to eliminate disguised unemployment, through appointments according to qualifications, which leads to the eradication of favouritism, subordination, and administrative corruption.
5- Focus on thought creators, and those with expertise and competencies, because these are the intellectual capital and the main engine in the institutions.
6- Encourage unnecessary workers to either switch to other businesses outside the government or exit early from the service, through an appropriate loan system that encourages the creation of small and medium enterprises generating new jobs and added value to the national economy, thereby reducing the burden of unemployment.

7- Focus on productive studies for improving production processes in a way that society is satisfied with. It is possible to improve such processes, by abolishing and simplifying repeated activities, and not complicating them within the production process. Continuous improvement is endless, and its repeated steps improve the entire facility.

Recommendations

1- Activate the issue of administrative oversight in a scientific way. Supervisory bodies must base their work and control on the public interest, or there is no benefit from them at all. Otherwise, they too are subject to contagion and administrative slack.
2- Plan to eliminate disguised unemployment, through appointments according to qualifications, which leads to the eradication of favouritism, subordination, and administrative corruption.
3- Focus on thought creators, and those with expertise and competencies, because these are the intellectual capital and the main engine in the institutions.
4- Create jobs only inside the approved, organisational structure of each party, except after studying the work volume and approved job decisions, to meet actual expansions in activities or specialisations.

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