

Research Article

Investigating the Effect of Organizational Jealousy with Job Compatibility with the Mediating Role of Organizational Trust and Moderating Quality of Work Life in Diwaniyah Teaching Hospital

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Abstract: The objective of this investigation is to investigate the implication of organizational jealousy with occupation compatibility with the mediating duty of organizational assurance and moderating typicality of act living in Diwaniya Teaching Hospital. The investigation manner is applied in Conditions of objective and descriptive and survey in Conditions of conducting manner. The statistical society includes all the occupationholders of Diwaniya Teaching Hospital, whose number is 280, and in instruction to characterize the sample size, Cochran's formula was utilized, and the number of 162 people was scaled randomly. The manner of collecting inestablishment is aboard the questionnaire tool and to scale organizational jealousy aboard Vecchio (2005) questionnaire, organizational assurance aboard Alonen et al. (2008) questionnaire, occupation compatibility aboard Davis and Lafqvist (1991) questionnaire, typicality of act living aboard Walton (1973) questionnaire. became. After compiling the initial frameact, coefficient analysis was done in instruction to obtain construct accuracy. Cronbach's alpha coefficient was utilized to scale the relicapability of the questionnaire. Then, all the proposed hypotheses were tested and analyzed using the structural equation figureing technique and using smart pls software, and the findings showed that organizational jealousy with occupation compatibility with the mediating duty of organizational assurance and moderating the typicality of act living in Diwaniya Teaching Hospital has a remarkable implication.

Keywords: Organizational Jealousy, Occupation Adaptcapability, Organizational Assurance, Typicality of Act Living.

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1. Introduction

In today's business surroundings, gaining a competitive benefit is considered one of the indicators of the superiority of establishments bereason competition in traditional and industrial sectors has reasond the strategies utilized to use resources efficiently and efficiently to change. Thus, the most important asset of any establishment to maintain its essence and survival is person capital (De Clercq et al, 2018). A capital that the dynamism and growth of the establishment in the frameact of its operations has been proven for a long time. Therefore, relying on this valuable resource, which is considered the real wealth of the establishment, not only can compensate for the lack or deficiency of other resources, but also enables the establishment to benefit aboard it as a light in front of itself in the acceleration of current growths. Today, the main concern of the superintendr of the establishment is the loss of person capital; Resources that will be lost with its departure aboard the establishment, proficiencies and experiments that the establishment has been trying to acquire for years. In this way,

superintendrs in this square will be victoryful in using their person resources efficiently and efficiently and constantly paying consideration to their senseings, emotions and supersensible states in the act surroundings (Floyd et al, 2016).

Jealousy of people in the actplace or in other words " organizational jealousy" is an emotional state. organizational jealousy is one of the most destructive organizational phenomena that devours the establishment aboard the inside like a monster. When the senseing of jealousy is formed in the establishment, it leads to enmity among people (occupationholders) and with its intensity, in addition to hurting people to each other, it can reason the spread of unethical moral in the establishment and people refuse to aid each other (Ghadi). , 2018). Jealousy in the actplace, due to its more or less hidden nature, can remarkably weaken the implementation of the individual and the group and potentially lead to occupation discontentment, discontentment with the administrator and leaving the service (Gholipoor et al, 2018). Increasing competes and growths in the pioneer millennium are seen more than ever in the history of establishments. Undoubtedly, the square in which quick and appropriate reactions characterize the establishment's strategic benefit requires superintendrs to keep the establishment at the forefront of the competition by cultivating and preserving creative and dynamic person resources and to take steps based on to consumers' tastes. For this reason, discussing person capital issues, including jealousy, is very important bereason it destroys the productivity of individuals and establishments in an invisible way. Therefore, in almost all establishments, extensive scales have been taken regarding organizational jealousy to reduce the problems reasond by it as much as possible (Hakimi, 2020).

Occupation adaptcapability refers to the level of psychological, professional and professional adaptation of a person with the surroundingsal, organizational conditions and occupation duties he is in charge of. Occupation adaptcapability is the description of morals that lead to the optimal implementation of people's tasks and a positive tendency towards a pioneer act duty. The better the occupation design and the more the occupation description matches the conditions of the occupation, the higher the occupation compatibility. Occupationholders who can adapt to changes are not easily discouraged. They are commonly more creative than the mediocre occupationholder. Employers are looking for occupationholders who can demonstrate powerful adaptcapability proficiencys This proficiency will also aid occupationholders in recruitment and should be considered in the recruitment process. Adaptcapability in the actplace means the capability to change for victory. Adaptcapability is a proficiency that employers look for when hiring. Occupationholders in the duty of a leader often have to superintend unusual situations. A situation where there are no clear instructions. They must learn how to ignore their judgment. Also, have confidence in hard resolutions and give importance to adaptcapability (Wiradendi Wolor et al, 2020)

organizational assurance in act surroundings is one of the important sources of competitive benefit. For some time now, this opinion has been powerfully met with public favor. Considering that today's establishments are in dire requirement of organizational assurance for victory, it is expected that the handling will cultivate it in the establishment by using appropriate handling operations. Assurance in the establishment plays an important duty in achieving its targets (Chung & Park, 2020). The complexity and uncertainty inherent in the nature of today's business and the volume of cross-collaboration have complicated the efficientness of acting communications, Osburn states. Under the conditions of complexity and uncertainty, it will be possible to maintain efficient assistance only when the communication is clear and this happens when there is mutual assurance and confidence. Assurance is a vast science that includes important opinions to study bereason it is able to coordinate person moral. Assurance is the main key for interpersonal or interpersonal communications in various contexts

(Appleby-Arnold et al, 2019) Today's establishments no longer have the time opportunities of yesterday's establishments. Therefore, they should always keep their capabilities updated by resorting to speed and proficiency. In the current square of competition, by resorting to the key coefficient of progress and growth, i.e. "Efficient Person Force", move one step ahead of other competitors. For this objective, there must be a high degree of assurance within the establishment so that the occupationholders believe in each other and in line with mutual assurance, create and organize a team that is leading (Chung & Park, 2020).

Also, the typicality of acting living is a scale of people's capability to satisfy their personal requirements through acting in a occupation or company. This opinion shows the level of contentment, perception, involvement and guarantee of people to act, which comes aboard their act experiments. The key to achieving occupationholder productivity in person resource handling is to improve the typicality of act living. This opinion is closely related to the series of balance among act and living and has always been considered in the traditional and modern literature of the establishment (Molnár et al, 2021). Identifying coefficients that create typicality in occupations can prevent occupation exhaustion and career plateaus and empower person resources. In today's era, the typicality of person inputs is the most important capital of any establishment. Preserving thus person inputs is highly dependent on preserving the typicality of the actplace. Increasing the typicality of the act surroundings, through the health of the entire establishment, also reasons the health of the occupationholders themselves (Belkacem et al, 2020).

Hospitals are health care institutions that provide specialized medical services for the diagnosis and treatment of diseases and injuries. Their operations include admitting patients, providing specialized medical care, performing surgeries and providing emergency services. Hospitals function as comprehensive health care centers where a team of doctors, nurses and medical technicians act together to meet the requirements of patients. In addition, hospitals play an important duty in medical investigation and training and serve as training grounds for medical students and interns. The primary target of hospitals is to promote public health by providing comprehensive and efficient care for patients., and its handling will require integrated and special resolution-making, which will not be possible except in the shadow of diligent and intelligent handling and participation. The duty of occupationholders and their participation in aiding the handling of the establishment is very important and they play a vital duty in the transestablishments of establishments. Of course, in every transestablishment, there is a compete for the person resources of that establishment, which must be analyzed and paid consideration to. Based on to the surveys conducted, including the lack of opportunities for growth in the establishment for individuals, the lack of opportunities for immediate use and growth of talents, these coefficients have lowered the typicality of act living and reasond problems for occupationholders, including lawlessness. In the meantime, the occupationholders who do not have suitable acting conditions and no progress has been made in their act become jealous of their colleagues and make the acting conditions more hard. Thus as undermining their colleagues to receive bonuses and occupation promotions, which reasons many problems in the establishment's moral and legal surroundings, and in some cases they leave the establishment. Therefore, in this investigation, due to the importance of the typicality of act living and organizational envy organizational assurance and occupation adaptcapability are investigated in instruction to answer the question of whether organizational envy is related to occupation adaptcapability with the mediating duty of organizational assurance while measuring the communication among these variables. And does the moderator of the typicality of acting living in Diwaniya teaching hospital have a remarkable implication?

2. Investigation literature revision

Organizational jealousy

lack of self-confidence is another important coefficient of jealousy, which is referred to in psychology as people who They have low self-confidence and requirement and depend on the approval of others, they try to ruin the face of those who are at a higher level than them and make themselves appear higher than them (Navarro et al, 2018). Aboard the matter of vision of psychology, jealousy is the outcome of comparing oneself with others. It is a negative sensing that a person realizes his shortcomings as a outcome of comparing himself with others. A jealous person is jealous because he sees others enjoying and suffering aboard something. Smith and Kim (2007-47) the officials of the country also ascribe the excess of lawlessness in Iran's institutions and administrative system and consider it as an important harm (Liu et al, 2020).

Occupation compatibility

Occupation adaptability is one of the key opinions in person resource handling and establishesensible psychology. This opinion is related to a person's capability to adapt and adapt to occupation requirements and tasks. To define occupation compatibility, it should be said that occupation compatibility shows the balance and coordination among the proficiencies, talents, incitements and values of the individual with occupation requirements and opportunities in the establishment. Also, in the continuation of the definition of occupation compatibility, it should be said that when a person is compatible with his act surroundings, the probability of his staying in the establishment will increase. Several various coefficients thus as proficiencies, capabilities, technical science and act experiment are efficient for occupation compatibility. In common, it can be said that occupation compatibility is very important in the establishment. Dr. Maitham Shokrisaz believes that occupation compatibility can aid create a powerful sense of belonging and joinion with the establishment and increase occupationholder contentment (Shu. & Lazatkhan, 2017).

Organizational Assurance

Assurance is a multidimensional opinion and has various dimensions. Various texts have various meanings for assurance. Esunson has mentioned at least twenty various meanings of assurance that are mentioned in various texts, thus as: confidence, predictability, capability, competence, expertise, benevolence, willingness, business sense, altruism, cohesion, allegiance, faith, consensus, compatibility. , personality, open handling, interest, acceptance, reality, etc. define organizational assurance as the willingness of one party to be vulnerable to the other party relying on the expectation or belief that the other party is safe, open and assuranceworthy. A person's willingness to be vulnerable to the actions of another partner and to expect that the other will act in a way that is important to the assuranceor. Assurance has been specified as a certain expectation that someone has aboard the actions of others that his actions will be beneficial and answer his requests. The structure of organizational assurance is specified as "the positive expectations that people have, relying on organizational duties, communications, experiments, interdependencies, of the intentions and morals of various corporators of the establishment (Appleby-Arnold et al, 2019).

Typicality of acting living

The typicality of act living is related to the overall act atmosphere, the impact of act on people and organizational efficientness. The main target in this square is to change the act surroundings, which leads to a better typicality of act living and ultimately to improve the typicality of living in society. Lloyd Sattel defines the typicality of act living as follows: "It is the scale by which the corporators of a

particular establishment can fulfill their important personal requirements through their experiments in the establishment (Treadway et al, 2017). Typicality of act living is not a single opinion, but is understood as a hierarchical mixture of perspectives that includes not only act-relying coefficients thus as occupation contentment, pay contentment, and communications with colleagues, but also coefficients that broadly influence living contentment and It includes the common sensing of well-being (Van der Lippe et al, 2019). Recently, act-related stress and the communication among the domains of act and non-act living are also considered as coefficients that should be opinionually included in understanding the typicality of act living. It is commonly agreed that the typicality of act living is opinionually similar to occupationholder well-being, but it is various aboard occupation contentment, which only reflects the actplace domain (Chung et al, 2020).

3. Explanation of assumptions and opinionual figure

The implication of organizational jealousy with occupation adjustment

By turning jealousy into healthy and positive competition among people and the collective determination of occupationholders for organizational progress and administrative services with proper handling and promoting proper communication, problems in the actplace can be prevented to some extent. Superintendrs should have the same moral with all occupationholders and avoid discrimination among them in instruction to increase the occupation compatibility of people in the establishment. Therefore, the following hypothesis can be proposed:

Hypothesis: organizational jealousy has a remarkable implication on occupation adaptcapability.

The implication of organizational jealousy with organizational assurance

Jealousy is an emotional state that is commonly various depending on the situation, but jealousy sometimes follows jealousy. A person may call a person or something, a person's position, a organizational person's progress, etc., envious without having the slightest intention of malice or enmity. . Jealousy occurs in various areas, some of these types of jealousy can be dangerous in Conditions of their implications, and some just burn the jealousy itself. In administrative systems, the most common situation that reasons occupation envy to occur is that people avoid direct problems, but indirectly prevent the progress of their colleagues. organizational jealousy is like a destructive monster that devours the establishment aboard the inside, and this jealousy can affect assurance in establishments. Therefore, the following hypothesis can be proposed:

Hypothesis: organizational jealousy has a remarkable implication on organizational assurance.

The implication of organizational jealousy with occupation adaptcapability and the mediation of organizational assurance

The essence of jealousy in the team and establishsupersensible units or even the whole establishment is very worrying. Bereason it attacks interpersonal communications and weakens the capacity of interaction and its typicality. As a outcome, the most common and probably the most dangerous outcome of jealousy for establishments is the destruction of links. When jealousy forms in occupationholder communications, the main consequence is the destruction of friendships and leads to misassurance and fear that one may have more than the other. The sensing of inferiority reasnd by jealousy and anger makes occupationholders unable to establish a healthy communication with their colleagues. This aspect of jealousy is troubling. Bereason interpersonal joinions form the foundations of establishments and are valuable enough to enable establishments to evolve. Therefore, the following hypothesis can be proposed:

Hypothesis: Organizational assurance has a remarkable implication on occupation adaptation.

Hypothesis: Organizational assurance plays a mediating duty among organizational jealousy and occupation adjustment.

The implication of organizational jealousy with occupation adaptcapability and typicality of act living moderation

The typicality of act living is a comprehensive and multifaceted opinion that, as one of the key elements in the culture of excellence in establishments, reasons alignment among occupationholders and the establishment, to the extent that by improving the typicality of act living of occupationholders, their physical and supersensible health can be improved. also provided The typicality of act living is a continuous process that seeks to promote the persone condition of occupationholders in the actplace in instruction to create more persone and healthier acting situations. Jealousy can permeate all aspects of person living. This feature is especially visible in the acting living of people. As long as even establishsupersensible systems and the structure of establishments intensify this feature and use it for their targets. One of the reasons why establishments may arouse occupationholder envy is that they want to encourage occupationholders to achieve high levels of implementation. Persons are inescapable aboard associable living, and following that presence, instruction and justice are considered needful. Therefore, everything that can provide person well-being and security will be remarkable. The law and its compliance are among the coefficients that enable people to enjoy citizenship rights and associable living more adequately, and in the act surroundings, it leads to greater occupation compatibility and less establishsupersensible jealousy. Therefore, the following hypothesis can be proposed: Hypothesis: Typicality of act living has a moderating duty among organizational jealousy and occupation adjustment.

With the investigations carried out in the previous studies, the investigationner intends to examine and scale the implication of organizational jealousy with occupation compatibility with the mediating duty of organizational assurance and moderating typicality of act living in Diwaniya Teaching Hospital with a opinionual figure as follows:

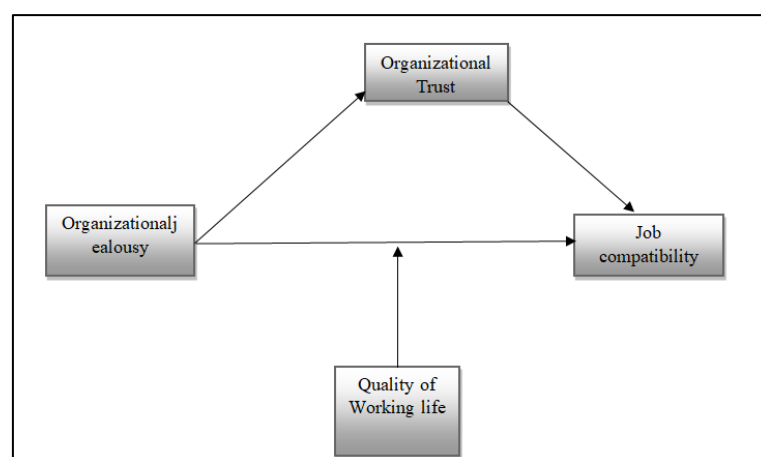


Figure 1: Opinionual figure

4. investigation mannerology

The current investigation is applied in Conditions of objective; In Conditions of the manner, the present investigation is descriptive. The statistical society includes all the occupationholders of Diwaniya Teaching Hospital, whose number is 280. Based on to Cochran's formula, 162 people were scaled randomly. The manner of collecting inestabishment is aboard the questionnaire tool and to

scale organizational jealousy aboard Vecchio (2005) questionnaire, organizational assurance aboard Alonen et al. (2008) questionnaire, occupation compatibility aboard Davis and Lafqvist (1991) questionnaire, typicality of act living aboard Walton (1973) questionnaire. became. After compiling the initial frameact, coefficient analysis was done in instruction to obtain construct accuracy. Cronbach's alpha coefficient was utilized to scale the relicapability of the questionnaire. Then, all the proposed hypotheses were tested and analyzed using the structural equation figureing technique and using smartpls software.

In Table 1, the characteristics of the audience group, including gender, age, level of training and act experiment, have been examined

Table 1 Characteristics of the studied sample

	Description of features	Abundance	Frequency
gender	Man	102	63
	Female	60	37
Age	Under 30 years	13	8/0
	31 to 40 years	46	28/4
	41 to 50 years	68	42/0
	Over 50 years old	35	21/6
training	Diploma and less	8	4/9
	Bachelor' s degree	91	56/2
	Master' s degree	44	27/2
	P.H.D	19	11/7
Act experiment	Under 5 years	18	11/1
	6 to 10 years	25	15/4
	11 to 15 years	34	21/0
	16 to 20 years	70	43/2
	Over 20 years old	15	9/3

Based on to the outcomes, 63% of the answerents are men. The age of most of the answerents is among 41 and 50 years, equivalent to 42 percent. The level of training is 56.2% of the answerents with a bachelor's degree. The act experiment of 43.2 percent of the answerents is 16 to 20 years.

In Table 2, the descriptive statistics related to the investigation variables have been examined.

Table 2 descriptive statistics of investigation variables

	At least	Maximum	Mediocre	The standard deviation	Test statistics Kolmogorov Smirnov	The significance level
Organizational jealousy	1/000	4/222	2/875	0/876	0/186	0/000
Organizational Assurance	1/000	5/000	3/707	0/979	0/156	0/000
Typicality of acting living	2/167	5/000	3/811	0/862	0/148	0/000
Occupation compatibility	2/286	5/000	3/658	0/738	0/097	0/000

Relying on the outcomes obtained aboard the Kolmogorov Smirnov test presented in Table 2, the variables of the investigation are not normal, so partial least squares manner using SmartPLS3 software was utilized to check the hypotheses of the investigation.

5. Investigation findings

To stabilize the accuracy of the scalement tool, content accuracy, construct accuracy, convergent accuracy and disparate accuracy have been examined. Content accuracy is established by ensuring the

compatibility among scalement indicators and existing literature, this accuracy was achieved by a survey of professors. Construct accuracy is utilized to check the accuracy and importance of selected indicators, which shows whether the indicators provide suitable coefficient structures to scale the studied structures in the investigation figure. To investigate this issue, t-values are utilized. If they are greater than 1.96, at the 95% confidence level, the indicators provide suitable coefficient structures to scale the studied dimensions in the investigation figure. Convergent accuracy refers to the principle that the indicators of each structure have a moderate correlation with each other Based on to Fornell and Larker (1981), the criterion of convergent accuracy is that the mediocre output variance (AVE) is greater than 0.5. Also, in this investigation, Cronbach's alpha coefficient and composite reliapability (CR) were utilized to characterize the reliapability of the questionnaire. Values above 0.7 of these coefficients indicate the reliapability of the questionnaire. In Table 3, the reliapability and accuracy outcomes of the scalement tool are given in full.

Table 3 Reliapability and accuracy of scalement tools

Variables	Questions	coefficient load	T statistic	AVE	CR	Cronbach's alpha
Organizational jealousy	Happiness aboard the failure of colleagues	0/755	21/081	0/504	0/830	0/840
	Senseing sad about the victoryes and better future of colleagues	0/777	24/879			
	Senseing depressed	0/640	16/735			
	A lot of greed	0/764	22/584			
	Compare and evaluate with colleagues	0/611	15/455			
	Lack of assistance and assistance with colleagues	0/638	14/128			
	Spreading rumors and destroying the credit and credit of colleagues	0/655	16/000			
	Disruption in the act of colleagues	0/750	21/375			
	Destructive and unfair criticism against colleagues' ideas	0/773	26/426			
Organizational Assurance	A powerful sense of justice among colleagues	0/823	36/017	0/714	0/925	0/899
	Be fair and just to others	0/690	15/409			
	Honesty in the operations performed	0/916	70/521			
	High Science of colleagues about occupation requirements	0/895	46/995			
	Ensuring the level of proficiencys of colleagues	0/882	47/624			
Typicality of acting living	Fair and adequate payment	0/829	29/217	0/618	0/906	0/877
	Safe and healthy act surroundings	0/755	15/053			
	Providing the opportunity for continuous growth and security	0/680	11/662			

Variables	Questions	coefficient load	T statistic	AVE	CR	Cronbach's alpha
	Legalism in the establishment	0/763	19/260			
	Integration and associable cohesion in the establishment	0/873	53/372			
	Growth of person capabilities	0/802	28/937			
Occupation compatibility	The value of progress	0/734	19/083	0/538	0/807	0/739
	Convenience value	0/687	13/071			
	Base value	0/818	28/154			
	The value of altruism	0/827	30/759			
	Safety value	0/755	17/426			
	The value of autonomy	0/632	13/048			
	Adaptation style	0/657	14/235			

Finally, disparate accuracy is the third scale of accuracy in PLS manner. In this investigation, the manner of Fornell and Larcker (1981) was utilized to check the disparate accuracy. Acceptable disparate accuracy indicates that a construct in the figure interacts more with its indicators than with other constructs. Fornell and Larcker state that disparate accuracy is acceptable when the AVE for each construct is greater than the shared variance among that construct and other constructs, or in other words, the square root of AVE is greater than the correlation coefficients. Table 4 shows this matrix. This figure has acceptable disparate accuracy if the numbers included in the main diameter (AVE root) are greater than their underlying values:

Table 4 Disparate accuracy check

	Establishsupersensible jealousy	Establishsupersensible Assurance	Typicality of acting living	Occupation compatibility
Establishsupersensible jealousy	0/710			
Establishsupersensible Assurance	-0/674	0/845		
Typicality of acting living	-0/334	0/537	0/786	
Occupation compatibility	-0/283	0/519	0/527	0/733

Based on to the matrix above, since the root value of AVE for each construct is higher than the correlation values among them, it can be said that the constructs of the figure interact more with their indicators than with other constructs. In other words, the disparate accuracy of the figure is adequate. Based on to the outcomes of Tables 3 and 43, it can be concluded that the scalement tools have adequate accuracy (content, convergent and disparate structure) and reliapability (Cronbach's alpha coefficient and composite reliapability).

6. Structural Figure Fitting

Figures 2 and 3 of the investigation figure are related to the investigation hypotheses. The coefficients in these charts are divided into two categories. The first series is the communications among the latent variables (ovals) and the manifest variables (rectangles), which are called coefficient loadings, and the second series is the communications among the latent and hidden variables, which are called path coefficients. They are utilized to test hypotheses. All coefficients are tested using the t statistic. This t-value is remarkable when its absolute value is greater than 1.96.

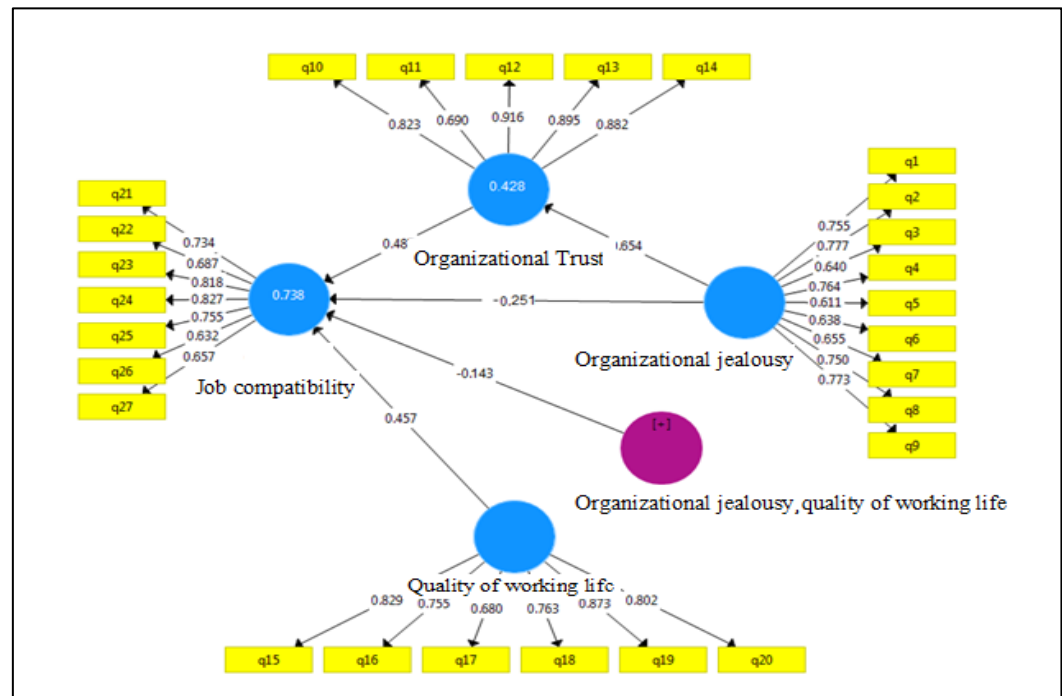


Diagram 2 of coefficient coefficient and path coefficients of the investigation figure

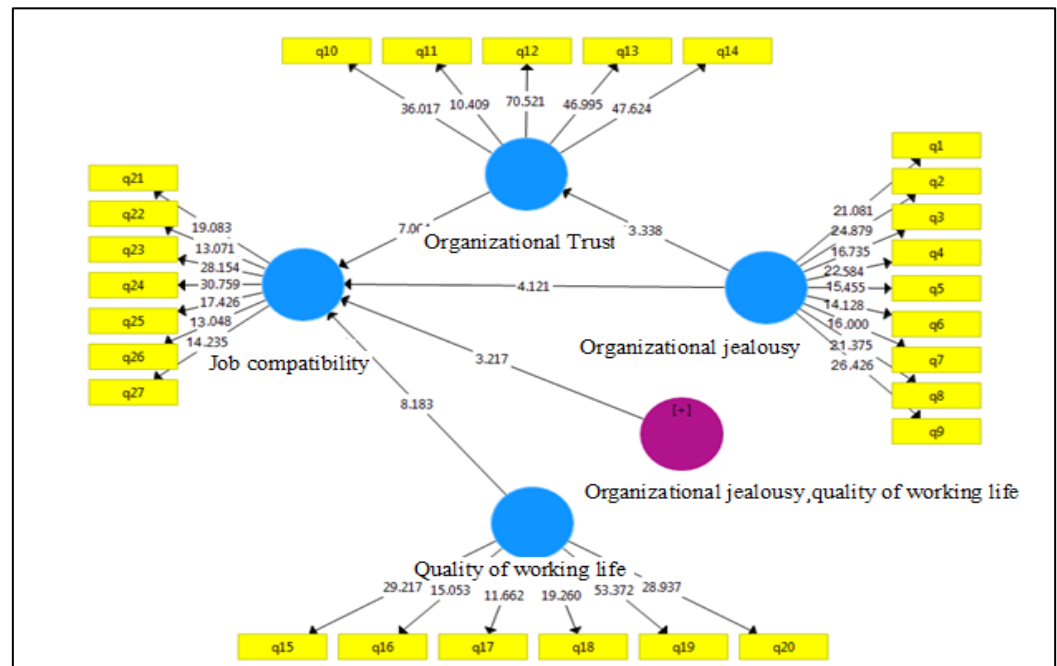


Diagram 3 of the significance of the path coefficients of the investigation figure

Based on to the algorithm of data analysis in pls manner, after fitting the scalement figures, the fitting of the structural figure of the investigation is checked. The meaning of figure fit is to what extent the figure is consistent with the relevant data. In the analysis of structural equations, after estimating

the parameters and before interpreting them, one must ensure the suitability of the figure. For this objective, coefficient of determination (R²), Stone-Geisser criterion (Q²) and wellness of fit test (Gof) were utilized.

The predictive power of the designed figure is analyzed using the explained variance value (R²) for the dependent variables. The analysis of the coefficient of determination aids to understand how much of the variance of the dependent variable can be characterized by a set of predictors (Sekaran, 2016 (three values of 0.19, 0.33 and 0.67 as The criterion for the coefficient of determination is weak, medium and powerful, respectively. Another criterion is the predictive power of the Q² figure in the case of a structure Endogenous (dependent variable) obtains three values of 0.02, 0.15 and 0.35, respectively, it indicates the weak, medium and powerful predictive power of the structure or related exogenous structures (Hensler et al., 2009).

Table 5. Figure fit indices

	R ²	Q ²
Establishsupersensible Assurance	0/428	0/176
Occupation compatibility	0/738	0/289

Based on to the outcomes obtained in Table 5, the suitability of the fit of the structural figure is stabilized.

The common scale of wellness of fit, which includes both scalement and structural figure parts, is called (Gof). The wellness of fit value is obtained aboard the following formula:

$$GOF = \sqrt{AVE * R^2}$$

In this relation, **AVE** means the mediocre mediocre of the extracted variance and **R²** is the mediocre coefficient of determination.

$$GOF = \sqrt{0.594 * 0.583} = 0.588$$

Considering the values of 0.01, 0.25, and 0.36 as weak, medium, and powerful values, obtaining a value of 0.588 indicates a powerful fit of the overall figure. (Tennhaus et al., 2005).

Discussion and conclusion of the outcomes of the assumptions

Hypothesis (1): Organizational jealousy has a remarkable implication on occupation adaptcapability.

Relying on the outcomes obtained aboard the structural equations, the path coefficient of the implication of organizational jealousy on occupation adaptcapability is equal to -0.251, which is a negative value, and the absolute value of the t statistic is equal to 4.121, which is greater than 1.96. be As a outcome, it can be said with 95% certainty that organizational jealousy has a remarkable negative implication on occupation compatibility. In other words, as organizational jealousy increases, occupation compatibility decreases. Therefore, the first hypothesis of the investigation is accepted.

Hypothesis (2): Organizational jealousy has a remarkable implication on Organizational assurance.

Relying on the outcomes obtained aboard the structural equations, the path coefficient of the implication of organizational jealousy on organizational assurance is equal to -0.654, which is a negative value, and the absolute value of the t statistic is equal to 13.338, which is more than 1.96. be As a outcome, it can be said with 95% confidence that establishsupersensible jealousy has a remarkable negative implication on organizational assurance. In other words, as organizational jealousy increases, organizational assurance decreases. Therefore, the second investigation hypothesis is accepted.

Hypothesis (3): Organizational assurance has a remarkable implication on occupation adaptcapability.

Relying on the outcomes obtained aboard the structural equations, the path coefficient of the implication of organizational assurance on occupation adaptation is equal to 0.487, which is a positive

value, and the absolute value of the t statistic is equal to 7.064, which is more than 1.96. be As a outcome, it can be said with 95% confidence that organizational assurance has a remarkable positive implication on occupation adaptcapability. In other words, with the increase in organizational assurance, occupation adaptcapability increases. Therefore, the third hypothesis of the investigation is accepted.

Hypothesis (4): Organizational assurance plays a mediating duty among Organizational jealousy and occupation adaptcapability.

This hypothesis has been investigated to investigate the indirect implication of organizational jealousy on occupation adjustment. In instruction to investigate the indirect implication of the autonomous variable on the dependent variable, the following conditions must first be met. The first condition is to stabilize the significance of the implication of the autonomous variable on the medium, and the second condition is to stabilize the significance of the implication of the medium on the dependent variable. Then, if the above conditions are met, the coefficient of the indirect implication path is obtained by multiplying the coefficient of the path of the influence of the autonomous variable on the medium and the coefficient of the path of the implication of the medium variable on the dependent. Considering that the second hypothesis (variable implication of organizational jealousy on organizational assurance) and the third (variable implication of organizational assurance on occupation adaptation) have been accepted, therefore the coefficient of the indirect path of organizational envy on occupation adaptation is equal to

$$-0.318 = -0.654 * 0.487$$

Also, the Sobel test is utilized for the significance of the implication of the mediating variable. This test uses the Z statistic and its value is obtained through the following formula. If the absolute value of z is greater than 1.96, it means that the implication of the mediator variable is remarkable at the 0.05 level.

$$z = \frac{a * b}{\sqrt{(b^2 * s_a^2) + (a^2 * s_b^2) + (s_b^2 * s_a^2)}}$$

a: the value of the path coefficient among the autonomous variable and the mediator

b: Path coefficient value among mediating and dependent variable

s_a: the standard error of the path among the autonomous variable and the mediator

s_b: standard error of the path among the mediator and dependent variable

$$z = \frac{-0.654 * 0.487}{\sqrt{((0.487)^2 * (0.049)^2) + ((-0.654)^2 * (0.069)^2) + ((0.069)^2 * (0.049)^2)}}$$

Here the value of | z | =6.226It was found that it is more than 1.96. As a outcome, it can be said that organizational assurance plays a mediating duty among organizational jealousy and occupation adaptcapability.

Hypothesis (5): The typicality of act living has a moderating duty among Organizational jealousy and occupation adaptcapability.

In the study of the implication of the modifier variable on the typicality of act living in the communication among organizational jealousy and occupation adaptcapability, the path coefficient is equal to -0.143, which is a negative value, and the absolute value of the t statistic is equal to 3.217, which is greater than the number of 1.96. As a outcome, it can be said with 95% confidence that the typicality of act living moderates the communication among organizational jealousy and occupation adaptcapability. Therefore, the fifth hypothesis of the investigation is accepted.

7. Investigation proposals In this part, based on to the limitations, possible shortcomings and experiments aboard this study, and based on to the guidelines that this study provides for the direction of future studies, investigation suggestions are presented that can be a guide for future investigationens.

- Since the statistical sample in this investigation was the occupationholders of Diwaniya Teaching Hospital, it is suggested to carry out the investigation for other hospitals.
- It is suggested to repeat this investigation in various time intervals (even continuously and every year) in instruction to identify the coefficients affecting establishsupersensible jealousy in hospitals.
- It is suggested that this various figure be utilized for commercial and non-fire companies in Iraq.
- The investigation outcomes can be utilized to design training and growth programs in instruction to improve the level of occupation adaptcapability and the typicality of act living.
- Expanded to explore other coefficients that may influence the communications under study, thus as establishsupersensible culture or handling policies.

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