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Self-efficacy of Administrative Leadership and Its Reflections on Sustainable Development: An Exploratory Study of the Opinions of a Sample of Administrative Leaders in the Presidency of the Nineveh Health Department

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ABSTRACT

The present study aimed to examine the reflections of administrative leadership self-efficacy on sustainable development in the Presidency of the Nineveh Health Department through its dimensions (self-confidence, task accomplishment ability, self-awareness, and control) as an independent variable and to determine its correlation and impact on sustainable development as a dependent variable.

The research problem was defined by the question: What are the reflections of administrative leadership self-efficacy on sustainable development? The study adopted a hypothetical model indicating the relationship and influence, employing a descriptive approach. Data was collected through a questionnaire distributed to a sample of 50 individuals and analysed using the SPSS statistical program.

The study reached several findings, most notably the availability of self-efficacy dimensions among administrative leaders and the presence of sustainable development dimensions. The results also confirmed a relationship between these two variables.



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1 Introduction

Organisations strive to employ their resources in alignment with their strategic objectives in the workplace. Since self-efficacy falls under various classifications, administrative leaderships in these organisations have found it to be a valuable approach for addressing emerging challenges. Self-efficacy is represented by four key dimensions: self-confidence, task accomplishment ability, self-awareness, and control. Activating these dimensions with a clear and comprehensive vision enhances their role in achieving sustainable development, which is a fundamental strategic goal for both organisations and nations.

2 Methodology

2.1 Research Problem

Organisations continuously struggle with their realities, compelling them to leverage their capabilities and resources. This enables administrative leaders to utilise such capacities within the framework of self-efficacy, paving the way for defining their leadership roles in sustainable development. However, sustainable development remains subject to numerous changes and challenges, necessitating certain conditions and robust strategies to ensure success and achieve its objectives.

Given this, the researchers formulated the study's core problem in the following question:

What are the reflections of administrative leadership self-efficacy on sustainable development?

2.2 Significance of the Study

The importance of this study stems from the crucial role that self-efficacy in administrative leadership plays in various organisational activities and even in the broader environment. This means that self-efficacy serves as an essential approach for organisations to realise their goals. Since sustainable development is one of the most pressing global demands, the researchers identified the significance of this topic due to the scarcity of studies and research on it. Moreover, sustainable development has gained widespread global attention, being considered a priority that must be embraced and fulfilled.

2.3 Study Objectives

The objectives of the present study are as follows:

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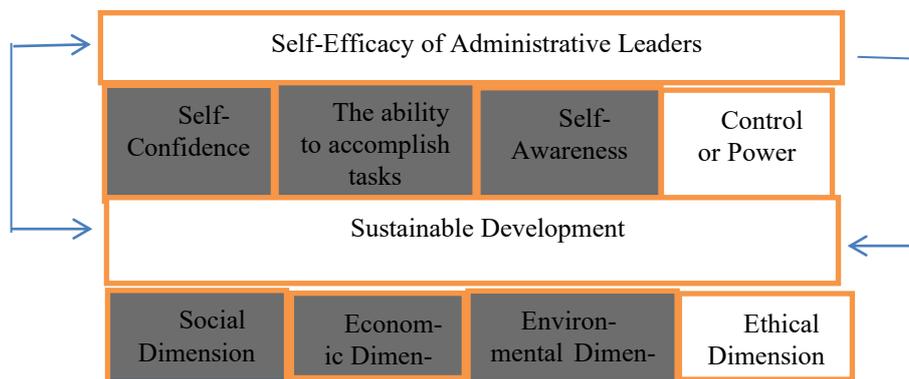
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1. Providing a theoretical perspective on the two study variables, while attempting to present the researchers' viewpoints.
2. Assessing the reality of self-efficacy and sustainable development based on the respondents' answers, as reflected in the dimensions of these variables within the studied organisation.
3. Identifying the correlation and impact between self-efficacy and sustainable development at the level of the Presidency of the Nineveh Health Department.

2.4 Hypothetical Framework of the Study

The study adopts the following hypothetical framework:



Source: Prepared by the researchers

- → (Arrow): Indicates impact
- ↔ (Double-headed arrow): Indicates correlation

2.5 Research Hypotheses

The study's hypotheses were formulated as follows:

H₀1. There is no correlation between self-efficacy and sustainable development within the studied organization.

H₀ 2. Self-efficacy of administrative leadership does not affect sustainable development within the studied organization.

2.6 Data Collection and Analysis Methods

The researchers relied on multiple methods to collect and analyse data and information. The study incorporated various Arabic and foreign sources relevant to the research topic to support the theoretical framework.

For field data collection, the researchers used a questionnaire as the primary tool, structured into three main sections:

1. Personal Information: This section included demographic data about the study sample.
2. Self-Efficacy of Administrative Leadership: This section focused on self-efficacy dimensions (self-confidence, task accomplishment ability, self-awareness, and control), with each dimension represented by 16 statements. Responses were measured using a five-point Likert scale (ranging from 1 to 5).
3. Sustainable Development: This section examined sustainable development across four dimensions (social, economic, environmental, and ethical), with each dimension represented by a set of statements. The five-point Likert scale was also used to measure respondents' answers within the framework of the study variables.

2.7 Study Boundaries

- Scientific Boundaries: The study focuses on the topic of self-efficacy in administrative leadership and its reflections on sustainable development.
- Field Boundaries: The study is applied within the Presidency of the Nineveh Health Department.
- Time Boundaries: The research is conducted within the period from 15/02/2025 to 12/03/2025.

2.8 Research Methodology

The study adopts a descriptive-analytical approach, which involves collecting, organising, analysing, and interpreting data to describe the phenomenon under investigation and highlight the relationship between its variables.

3 Theoretical Framework

3.1 Self-Efficacy

Organizations strive for success in their respective fields, driving them to leverage self-efficacy among their leaders and employees. This necessitates the activation of self-efficacy in all its dimensions, ensuring that individuals effectively perform their tasks.

Researchers have proposed different definitions of self-efficacy. Some argue that it is primarily about self-confidence in facing continuous changes, even if they come

with burdens and challenges, in pursuit of achievements and problem-solving [1]. A strong sense of self allows individuals to navigate difficulties and seize opportunities. Others suggest that self-efficacy revolves around self-awareness, enabling individuals to manage themselves effectively. Another perspective views it as a filtering mechanism, where individuals eliminate inefficiencies and reinforce productive behaviors, ensuring strong workplace performance based on personal beliefs about their ability to organize and execute the behaviors necessary to achieve goals [2].

Key Insights on Self-Efficacy

Based on the above, the researchers identified several key aspects of self-efficacy:

1. There are varied perspectives among researchers regarding the concept of self-efficacy, indicating a diversity of viewpoints.
2. Differences exist in defining the dimensions that constitute self-efficacy.
3. The study adopts an operational definition of self-efficacy as:
 - The ability to perform tasks within the scope of awareness and confidence.
 - The potential for control and mastery over work processes.
 - The establishment of effective interpersonal interactions based on well-founded principles.

3.2 The Importance of Self-Efficacy

The significance of self-efficacy in administrative leadership is expressed through the following points [3] [4] [5].

1. Enhancing workplace performance and relationships: A strong self-fosters success and productivity, whether in academic or professional settings.
2. Emphasizing self-management: Beyond superficial understanding, effective self-management enables individuals to regulate their behavior, leading to job satisfaction and personal fulfilment.
3. Protecting and maintaining personal integrity: A well-developed self-efficacy ensures resilience and the ability to maintain ethical and professional standards. Strengthening communication across all levels: A competent self-fosters strong, confident interactions, allowing leaders to influence others effectively and drive organizational success.

3.3 Dimensions of Self-Efficacy

1. Self-Confidence:

Self-confidence reflects an individual's ability to overcome doubts and uncertainties, making it the foundation of all interactions—whether at the individual, group, or organisational level. A confident self promotes ethical and effective engagement, rein-

forcing a sense of satisfaction and trust in one's abilities. The dimensions of self-efficacy have a positive impact, serving as indicators of job satisfaction and well-being [6].

2. Task Accomplishment Ability:

One of the key indicators of self-efficacy in administrative leadership is the ability to overcome challenges and prevent any breaches that might affect organizational performance. This ability signals competence in task execution. This aligns with the ideas of [7], who emphasized that self-efficacy is determined by an individual's confidence in their abilities to complete tasks effectively.

3. Self-Awareness:

Administrative leaders cannot navigate reality effectively without a strong sense of awareness. Being aware allows leaders to understand the dynamics within and beyond their organization, ensuring informed decision-making. Awareness enhances knowledge, sharpens responses, and enables constructive reactions—even when facing criticism. In the same context, [8] highlighted that leaders must take responsibility, demonstrate flexibility in managing change, and foster growth by developing self-awareness among employees and engaging with them closely.

4. Control or Regulation:

Having control over work processes and direction underscores the importance of leveraging knowledge, skills, and personal attributes to maintain authority and effectiveness. Control should go beyond passive monitoring, ensuring active supervision and ethical oversight to prevent errors. Effective control organizes work dynamics, meets organizational requirements, and refines professional behaviors without violations. In this regard, [9] asserted that individual beliefs about one's ability to organize and execute behavioral patterns are essential to achieving desired goals and results.

3.4 Sustainable Development

Sustainable development has received considerable attention at all levels, from individuals to organizations and global societies. This growing interest has expanded its scope beyond narrow and limited perspectives, highlighting the necessity of a broad and inclusive approach. This shift has positively influenced discussions about the meaning and essence of sustainable development, which encompasses multiple concepts and implications.

The need for advanced strategies that support the environment while ensuring economic benefits has become increasingly apparent. According to [10], the conversion of biomass into fuel raises serious concerns about sustainability. Therefore, it is essential that these resources originate from sustainable sources that comply with sustainability requirements.

At its core, sustainable development is about optimally investing resources of all kinds to meet the needs of current generations while safeguarding the rights of future generations. This long-term perspective demands a forward-looking vision, extending beyond immediate and visible concerns. It also requires rethinking the availability of resources and considering what is not yet visible or tangible, aligning with the views of [11], who emphasized the need to re-evaluate available resources and anticipate future challenges proactively.

Concept and Characteristics of Sustainable Development

Researchers have agreed on a broad definition of sustainable development. [12] defined it as a strategic, long-term, and comprehensive process with several key characteristics:

- Affects all aspects of life.
- Meets material, intellectual, and social needs in a sustainable manner.
- Minimises risks and environmental destruction caused by human activities.
- Preserves resources and protects cultural and practical heritage.

Similarly, [13] described sustainable development as a social and economic process that integrates social, economic, and political activities while maintaining ecological balance and ensuring the continuity of essential societal functions for both present and future generations.

3.5 Objectives of Sustainable Development

The main objectives of sustainable development are:

1. Addressing concerns over population growth and its impact on natural resources.
2. Implementing effective resource management while developing alternative solutions to combat poverty and hunger.
3. Ensuring the provision of essential services, including healthcare, education, and infrastructure.
4. Promoting opportunities for development and fostering innovation, thereby creating a socially and technologically advanced environment that meets both conventional and emerging needs.
5. Instilling a long-term perspective among current generations, encouraging them to acknowledge their responsibility toward future generations and the continuity of human progress.
6. Sustainable development is not just about the present; it is about creating a lasting legacy that ensures future generations can adapt, thrive, and navigate emerging challenges. This requires an intergenerational dialogue—a re-evaluation of priorities and proactive planning rather than merely reacting to existing circumstances

3.6 Dimensions of Sustainable Development

The process of determining the dimensions of sustainable development remains an area of research and interest for researchers and theorists in this field. This has led to the emergence of diverse perspectives, reflecting various attitudes and indicating the level of attention given to this phenomenon, which has attracted attention not only at the local level but has extended globally. The increase in initiatives and the holding of conferences on this issue has provided an impression among researchers of the necessity of focusing on the dimensions of this phenomenon (sustainable development) in order to benefit from ideas according to the following context:

1. Social Dimension

The features of this dimension emerge and derive their essence from the social reality that carries different tendencies regarding individuals and the customs and traditions they hold. In the context of unexpected population growth, this contributes to the emergence of diverse tendencies that require administrations to attempt to address and respond to them. This, however, is not an easy task due to the intensity of fluctuations and the rise of technology, which has overwhelmed human intellect in many situations.

2. Economic Dimension

This dimension originates from the nature of the resources owned by organisations, whether they are natural or non-natural. It highlights the necessity to pay attention to market dynamics and understand the growing needs and desires of customers. This requires having a comprehensive vision for managing these resources without any waste or extravagance, while also being mindful of production patterns and human consumption patterns in order to achieve a degree of compatibility and relative balance, taking into account all that pertains to sharp and sudden economic changes. This further emphasizes the need for proper economic reform to achieve the best living standards for individuals, along with the importance of addressing resource wastage[15]

3. Environmental Dimension

This dimension focuses on how to make the environment productive while preserving and protecting it, emphasizing the strengthening of relationships with it, away from any violations or transgressions that may affect its boundaries. Although its components cannot speak, human actions can sometimes extend to these components with the aim of negative transgressions. Therefore, it is necessary to exert maximum efforts to ensure proper management of the environment, and this is a call to all active players in the environmental field.

4. Ethical Dimension

This dimension reveals the importance of ethics in business in general, and sustainable development in particular. The reality of sustainable development stems from the ethics practiced by human resources. The higher the index of these ethics, the clearer the nature and reality of ethical responsibility towards the environment, which serves as the actual incubator for these resources. Therefore, it has become clear that there is a close connection between ethical responsibility and environmental responsibility, as both responsibilities focus their attention on sustainable development, which is the intended goal. [16].

Theoretical Relationship Between Self-Efficacy and Sustainable Development

The discussion about sustainable development remains incomplete and limited in the absence of the self-efficacy factor among administrative leaders. The reality of sustainable development derives its strength and continuous effect from the type and nature of contributions provided by administrative leaders. Since these contributions are the result of self-efficacy, it becomes clear that the process of sustainable development moves according to the dynamics of the self-efficacy of those leaders. Here, the confidence of the leaders in their abilities and their actual belief in the importance of the environment represent effective starting points for addressing sustainable development, which is both a goal and a requirement for future generations. It emphasizes the importance of maintaining a clean environment. Therefore, the connection between these two variables can only be revealed by uncovering the complexities within sustainable development, which paves the way for leaders to harness their self-efficacy as a determining factor in shaping the direction of sustainable development. While ideas continue to emerge about sustainable development, there has been little progress in identifying the actual challenges faced by the environmental components in their entirety.

4 Testing the Study Hypothesis

1. Testing the Relationship Between Self-Efficacy and Sustainable Development at the Level of the Organization Under Study

The content of this analysis tests the first main hypothesis, which stated: “There is no correlation between self-efficacy and sustainable development in the organization.” Based on the data provided in the table below, it is evident that there is a statistically significant correlation between self-efficacy and sustainable development in the study area. The correlation coefficient between them was 0.856 at a significance level of 0.05. These results indicate the significance and strength of the correlation between the two variables, leading to the acceptance of the alternative hypothesis and the rejection of the first main hypothesis. This means that self-efficacy in administrative leadership plays a role in sustainable development to the extent of a correlation, indicating that self-efficacy in leadership has an impact on sustainable development.

Table 1. Results of the Correlation Between Self-Efficacy and Sustainable Development

Independent Variable.	Self-Efficacy.
Dependent Variable	
Sustainable Development.	0.856**

$P \leq 0.05$

n=50

The source: Prepared by the researchers based on the outputs of the (SPSS) program.

2. Test of the Impact of Self-Efficacy on Sustainable Development at the Level of the Research Organization

The data in Table (10) reveal a significant positive impact of self-efficacy (as independent variables) on sustainable development (as dependent variables). These dimensions, with a determination coefficient (R^2) of 73%, explain the variations in self-efficacy. The calculated F-value is 131.675, which is greater than the table value of 3.18 at degrees of freedom (1, 48) and at a significance level of 0.05. The remaining 27% is due to random variables that cannot be controlled or are not included in the regression model. The regression coefficient (1) is 0.774, indicating that a change of one unit in the independent variables (self-efficacy) will lead to a 0.774 change in the dependent variables (sustainable development). The significance of this result is supported by the calculated T-value of 11.475, which is significant and greater than the table value of 0.679 at a significance level of 0.05 and degrees of freedom (1, 48). Based on the above, the null hypothesis is rejected at the level of Nineveh Health Directorate, and the alternative hypothesis is accepted.

Table 2. The Impact of Self-Efficacy Dimensions on Sustainable Development at Nineveh

Independent Variable		Self-Efficacy		R^2	F-Test	
Dependent Variable.		β_1	β_0		Calculated	Tabular.
Sustainable Development	Coefficient Values. β	1.04 3	7740 (11.475))*	3.18	131.675 *	0.73

$P \leq 0.05$

n=50

The source: Prepared by the researchers based on the outputs of the (SPSS) program.

5 Conclusions and Recommendations

5.1 Conclusions

The results reached by the researchers led to a set of conclusions:

1. The availability of self-efficacy among the administrative leadership at the level of the studied organization through the dimensions that embody it.
2. There is a tendency among the administrative leadership in the studied organization to adopt the dimensions of sustainable development in a way that ensures its effectiveness.
3. There are links between the self-efficacy of administrative leadership and sustainable development, meaning that administrative leadership plays its role through the efficacy it possesses.
4. Sustainable development is subject to the self-efficacy of administrative leadership in a way that reflects its contributions in guiding the path of sustainable development.

5.2 Suggestions

The current study presented several suggestions:

1. Emphasizing the self-efficacy of administrative leadership and considering it a key factor in every work field, with expanding the range of dimensions explaining it.
2. Giving the process of sustainable development an active role at both the theoretical and practical levels, indicating expansion in the aligned dimensions.
3. The necessity of adopting everything that ensures the correlation between self-efficacy and sustainable development.
4. Working on convincing leadership that the dynamics of sustainable development cannot be achieved except through the self-efficacy of those administrative leaders.

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