

The Impact Of Strategic Vigilance On The Performance Of Employees In Iraqi Universities (A Field Study On Students Of The Administrative Technology College At The Middle Euphrates University)

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Abstract

Purpose : Studying the impact of strategic vigilance represented by its four dimensions on the performance of employees at the Middle Euphrates University.

Theoretical framework : It also aimed to clarify the concepts related to university employees' performance and their measuring methods. In addition, the study examined the impact of strategic vigilance, represented by its four dimensions, on the performance of workers at the Middle Euphrates University.

Design/methodology/approach : The descriptive analysis method was used in the study, and a five-point Likert scale questionnaire was designed and distributed to 120 students from the Middle Euphrates University. The data were then entered into the SPSS programme for analysis.

Findings : There is a statistically significant effect upon strategic vigilance then the performance of employees According to the research sample, at Euphrates University.

Originality/value : The study of strategic vigilance and employee performance is one of the vital and crucial topics for the success of any organization or company. Strategic vigilance is based on understanding market challenges and opportunities, anticipating potential risks, and developing strategies to achieve the desired goals, while the performance of employees depends on the ability to achieve goals efficiently and effectively.

Keywords : strategic vigilance, competitive vigilance, technology, environmental vigilance, employee performance, ability, efficiency.

1. Introduction:

In light of the current economic environment and with the increasing intensity of competition through the development of information and communication technology in various economic sectors, including the education sector, which is now seen as one of the most investment projects with economic and social returns, there is now an abundance of information and multipliable sources for competitors. It has thus become necessary for institutions to adopt new methods, with strategic vigilance perhaps being the most prominent of such methods. This provides the necessary information on time and at the lowest possible cost, thus reducing uncertainty for decision-makers

Strategic vigilance includes many dimensions that constitute the factors of success and distinction of any organisation around the world. Studies have become increasingly interested in strategic vigilance and its various dimensions. A lot of research focus on linking strategic vigilance with other variables that show their impact on organisational administrative work.

Because of the great importance of strategic vigilance in the internal environment of universities' work, the current research focused on linking the two variables of strategic vigilance with employees' performance. This is to show the impact of the Middle Euphrates University's adoption of the concepts and dimensions of strategic vigilance on developing the performance of its employees, according to the selected study sample, which are college students.

2. Study Methodology:

2. 1. Study Problem:

Iraq has suffered from many difficulties, crises, and wars in recent years, which have greatly affected the education sector. This has also led to brain drain and low quality of education. However, lifting sanctions has contributed to the return to life of various sectors, especially the education sector. Those in charge of the sector are now focused on mechanisms and strategies to bring Iraq back to its natural leadership position in the scientific field. Hence, it has been necessary for different university administrations to adopt and apply new scientific concepts and strategies to raise the performance of their employees and upgrade the quality of their functions and outputs.

Thus, a study problem was formulated based on Porter's four dimensions. The study has listed the following main question: Is there any effect on the strategic vigilance on the performance of employees at the Middle Euphrates University? A set of sub-problems emerged from the main question, including:

- Is there any impact of technological vigilance on the performance of employees at the Middle Euphrates University?
- Is there any impact of competitive vigilance on the performance of employees at the Middle Euphrates University?
- Is there an impact of environmental vigilance on the performance of employees at the Middle Euphrates University?
- Is there an effect of commercial vigilance on the performance of employees at the Middle Euphrates University?

2. 2. Objectives of the study:

This study is trying to achieve the following objectives:

- concept of identification strategic vigilance and its basic dimensions according to Porter's concepts.
- Illustrating concepts related to university employees' performance and measuring methods.
- Studying the impact of strategic vigilance represented by its four dimensions on the performance of employees at the Middle Euphrates University.
- Trying to reach of set results and suggestions help improve reality Iraqi universities by adopting strategic vigilance concepts, and their impact on the performance of university employees.

2. 3. Importance of Strategic vigilance and the performance of employees in Iraqi Universities:

This study can be scientifically determined, as one of the fewer studies that concentrate on the relationship between strategic vigilance and the performance of university employees. Which is One of the rare studies dealing with these two variables in Iraqi universities. The practical importance of the study is also that it focuses on Iraqi universities and illustrates how to measure the components of strategic vigilance and their effect on the workers' performance according to the university students' point of view.

2. 4. Research methods:

This study used a descriptive analysis method. It was a appropriate approach, in that it gave a clear idea of the study problem. In addition, it helped to clarify and explain the relationship among the chosen variables.

2. 5. learning tools:

Learning Tools is divided into three sections. The first section includes demographic information (gender, age, and education) of the relevant study sample members. Dimensions included in the second part strategic vigilance (technological vigilance, competitive vigilance, environmental vigilance, and

commercial vigilance). The third part comprised the dimensions of workers' performance, involving capacity, efficiency, effectiveness, and suitability.

2. 6. statistical methods:

The appropriate method of analysis for any study depends largely on the type of data to be analyzed. A statistical software package (SPSS) was used to analyze the collected data to achieve the goals of the research and test hypotheses. Use the following test method:

- Validity and reliability testing
- t-test and mono-variance analysis.
- The effect of the relationship between the independent variable and the dependent variable was analysed.

2. 7. The limits of the study:

The study's spatial limit is in the College of Administrative Technology of the Middle Euphrates University in Iraq. The temporal boundary is 2022, the year of questionnaire distribution and research completion. The study limits were also confined to the strategic vigilance and employee performance variables.

2. 8. Sample and Population:

The study community is represented by the students of the College of Administrative Technology at the Middle Euphrates University. The sample was also relied upon to collect data. A questionnaire was distributed to 120 students of different years, And input the data into SPSS program for analysis and hypothesis testing.

3. Theoretical aspects:

3. 1. The concept of strategic vigilance:

A term "vigilance" is one of the modern concepts established in the administrative sciences. It originated and appeared in environments that take care of information and its importance in management sciences. The concept of strategic vigilance is mainly related to the concepts of technological information and competition. That was later expanded to include several dimensions, including strategic, legal, commercial, and environmental vigilance, etc.(Wheelen et al., 2015)

Strategic vigilance is defined as: "an ongoing process that leads to particular and repeated collection and processing of data or information according to one or more of the users' purposes using relevant experience or the nature of the information collected"(Barney et al., 2006).

It is also defined as: "the continuous collective process carried out by a group of individuals in a voluntary way. So, they follow, track, and then use the expected information of changes that are likely to occur in the external environment of the institution"(Samo et al., 2019).

Strategic vigilance is viewed as an ongoing process that leads to the particular non-recurring selection and processing of data or information according to one or more purposes through the use of relevant expertise or the nature of the information collected (Cavusgil, 2007).

Strategic vigilance allows the organisation to act quickly and in time with the greatest effectiveness, at the least means possible, contributing to the achievement and improvement of its permanent competitiveness. The intensity of competition is increasing daily in the education sector, and has become the only behaviour of competitors, as clarified by Porter's model. Therefore, an institution needs to clearly define the various characteristics of these parameters, so that it can later determine the best strategies that must be adopted (Savescu, 2017).

Strategic vigilance focuses on discovering changes, dangers, differences, and opportunities.

3. 2. Characteristics of strategic vigilance:

The most important characteristics of strategic vigilance can be summarised as follows (Lecturer, 2018) (Savescu, 2017):

- ❖ **Strategy:** Strategic vigilance helps in the decision-making process, as it relates to the organisation's internal environment. Therefore, it focuses on new methods and models to help develop strategies and make the right decisions that affect the organisation's position and its competition in the markets.
- ❖ **Volunteerism:** Strategic vigilance is a positive action that has multiple benefits and reflections on organisations through its proper application, as it focuses on paying attention to and observing new information and how to use it more appropriately.
- ❖ **Collective intelligence:** Strategic vigilance depends on collective intelligence, as it relies on teamwork to share ideas among individuals and make sound decisions.
- ❖ **Surrounding:** Strategic vigilance focuses on the internal and external environment of the organisation, and on collecting and collectively analysing its data. The internal and external effects are numerous and interlaced in an organisation's work.
- ❖ **Creativity:** Strategic vigilance is closely related to creativity and talent. Talented and creative people have various ways and methods of confronting and solving problems quickly and distinctly.
- ❖ **Forecasting:** Strategic vigilance focuses on the study and analysis of data and its optimal use, as well as on the use of modern models in forecasting the future based on existing data.

3. 3. Dimensions of strategic vigilance:

There are many dimensions of strategic vigilance. The following four main dimensions can be identified based on Porter's dimensions:

3.3.1. Technological vigilance:

The goal of technological vigilance is to monitor the technological and technical environment to keep up with its developments. Its role in the organisation is characterised by predicting and revealing the various developments occurring in the field of technology and information or expected to occur in the near future, so that the institution can get it before its competitors, thus enhancing its competitiveness. It is concerned with monitoring and analysing the scientific, technical, technological environment, present, and future influences, in order to anticipate risks, threats and opportunities for development. Therefore, it is the awakening devoted specially by the institution to develop its technologies. (Augusty, 2006)

3.3.2. Competitive vigilance:

The organisation learns about its potential and current competitors and all their policies through this activity. It concerns the environment in which the competing organisation develops, thus identifying the most threatening competitors. This is done by collecting the following information:

- **Quantitative information:** It is related to the competitors' current performance, strategies, objectives, capabilities, and assumptions that govern their actions and decisions.
- **Qualitative information:** It is related to the efforts in the field of research and development, relations with suppliers, new markets, and new technology. etc., (Almeida et al., 2016).

Competitive vigilance searches for, collects, and analyses information about competitors' activities, anticipating changes in the organisation's competitive environment. The information that the organisation needs to collect about competitors are as follows in these five basic points:

- Competitors' current competencies.
- Competitors' strategies.
- Competitors' new targets.
- Competitors' capabilities
- Assumptions and decisions that competitors can resort to. (Breznik, 2018).

3.3.3. Environmental vigilance:

Applying environmental vigilance is a difficult task for the organisation because it is related to a wide aspect of the remaining environment. Accordingly, the organisation should deal with the selected information with great care in terms of analysing, processing and sending it to decision makers to determine the basic information in the vigilance process. Thus, it can be said that the areas of vigilance and its most important types form strategic vigilance in general, which in turn places the institution in the circle of the event by predicting and following up on various environmental changes and

developments that help the institution to reduce the state of environmental uncertainty and strengthen its decisions (Majid, 2009).

3.3.4. Commercial vigilance:

Commercial or marketing vigilance is dealt with searching for information related to the organisation's basic interests represented by customers, markets, suppliers and labour available in the labour market. Thus, commercial vigilance aims to know the needs, desires and behaviour of current consumers and follows up with the development of their needs and loyalty in order to gain their satisfaction. Commercial vigilance also has to do with knowing the conditions of suppliers, their financial situation, and their introduction of new products (Bourletidis et al., 2014).

3. 4. The concept and importance of employee performance:

Performance is a construct that is influenced by many factors, both internal or dispositional or external or situational. Internal factors such as personality, motivation and external factors such as leadership, work environment are factors that have proven to have an effect on employee performance (Ariani, 2023).

many studies discuss is the work environment affects employee performance states that a comfortable work environment causes employees to focus on work and this condition causes employee work productivity to increase so that organizational targets are achieved (Susanto et al., 2022).

Individuals in universities constitute an important human resource, so different departments are concerned with the performance of their employees. However, the concept of performance is connected with several factors and dimensions. Studies have differed in the measurement and identification of performance. Evaluating workers' performance has become one of the most important human resources works, helping to preserve the talented among them, and excluding the negligent who negatively affect the work of the organisation (Ania, 2018).

The performance of employees is defined as : "the administrative activities that enable the organisation to obtain its need of human resources and train, develop and maintain them. Thus, this leads to the achievement of organisational goals more efficiently" (Asim, 2013).

The performance of the employees is also defined as: " When employees do their jobs and endure the burdens as possible as they can achieve the goals of the organisation."

The performance of workers has great importance in universities, doubly crucial for the administration on the one hand and the worker on the other hand. For administration, it seeks to obtain the workers' best performance to provide work and services in the best way and thus gain customer satisfaction. Also, the worker endeavours to have a serious evaluation of his performance for continuity and promotion at work.

3.5. Dimensions of measuring employees' performance at universities:

The most important dimensions of employee performance measurement can be identified as follows (Farhani, 2019) (Roghé, 2012):

- **Capacity:** It is the employee's ability to do a job through skills and abilities acquired by training or that is inherited. The ability includes three basic dimensions (knowledge, skill, and awareness), and is the most important factor in workers' performance. However, to perform his duties, the worker must possess the required work capabilities.
- **Efficiency:** It is the best use of available human resources to achieve the best results at work. The effectiveness of employees is measured by their ability to perform the work assigned to them in an optimal manner.
- **Effectiveness:** It is the ability to achieve the worker's planned goals in light of the available data and facilities. The most important thing is to achieve goals regardless of the existing methods, efforts and facilities. So, the more effective the resources are, the higher the performance in the organisation.
- **Appropriateness:** It means achieving the worker's planned goals in accordance with the expected benefit and customer satisfaction. Usually, the customer is interested in obtaining his expectations. Herein lies the importance of appropriateness in the worker's ability to meet the desires of customers or senior management.

3.6. The impact of strategic vigilance on the performance of employees:

There is a clear relationship between the dimensions of strategic vigilance and the performance of workers in organisations in general and in universities in particular. This can be identified as follows (Taofik, 2022):

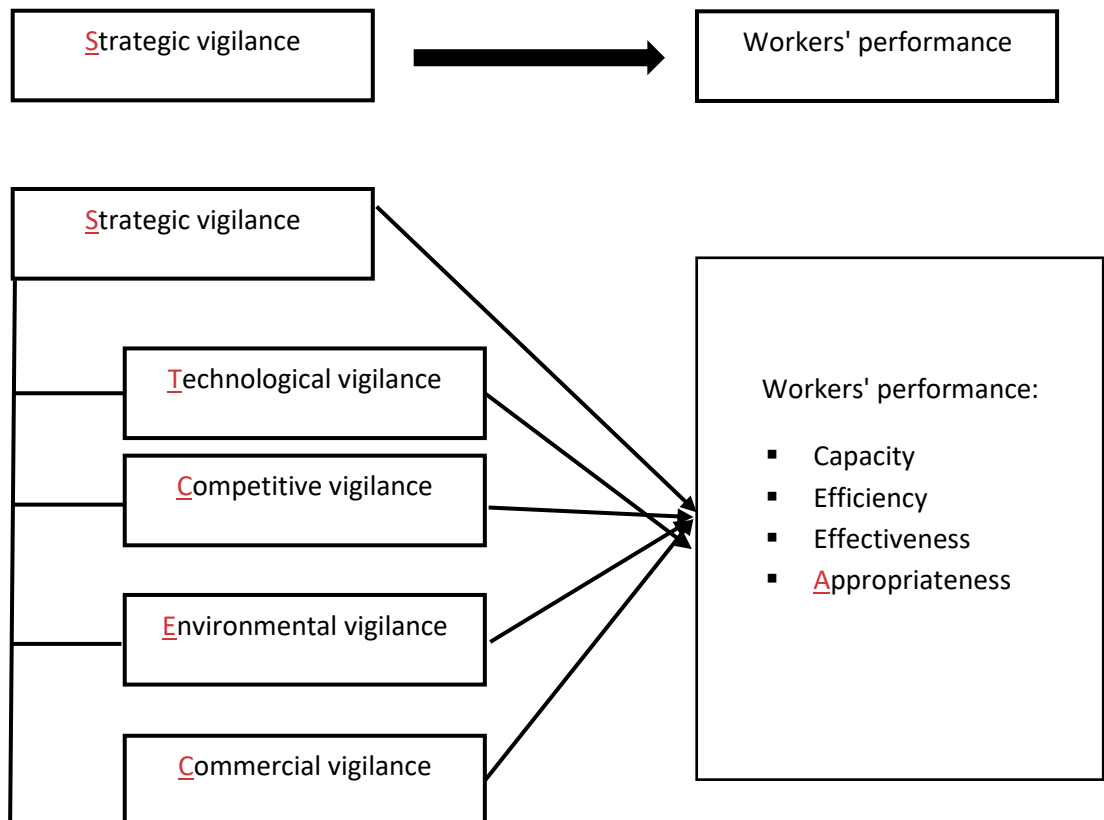
- Technological vigilance affects the performance and ability of workers. So, the availability and analysis of information as required will positively affect the efficiency, effectiveness and appropriateness of the worker's performance.
- Competitive vigilance affects the performance of workers. Having information about competitors motivates workers to raise their performance, work capabilities, skills and efficiency to confront and overcome competitors.
- There is a relationship between environmental vigilance and workers' performance: Several factors related to the legal and social environment affect workers' performance. Therefore, the administration must study these factors and connect them with workers' performance, and reduce their negative effects and strengthen their positive effects on workers' performance.
- There is a relationship between commercial and marketing vigilance and employees' performance: By knowing the needs, requirements and desires of customers, the administration, through its employees, seeks particularly to direct their performance to suitability and efficiency to gain

customers' satisfaction with the services or goods provided by the organisation.

4. Analytical framework of the study:

4.1. Research Model and Hypothesis:

The research model shown in Figure (1) was designed based on the research variables, relevant literature and references. Therefore, the effect of strategic vigilance on employee performance was incorporated into the Euphrates University in Iraq. The figure below illustrates the research model :



Research Model:

Source: Prepared by the authors (2022).

Based on the research model, the following hypotheses can be put forward:

H1: According to the research sample, there is no statistically significant effect between strategic vigilance and employee performance in the Euphrates University.

H2: Based on the research sample, there is no statistically significant effect between technological alertness and employee performance at the Euphrates University.

H3: There is no statistically significant effect between competitive vigilance and employee performance at the Euphrates University, based on the research sample.

H4: There is no statistically significant effect between environmental vigilance and employee performance in the Euphrates UN

H5: According to the research sample, there is no significant effect between business vigilance and employee performance in the Euphrates University.

4.2. Validity and reliability of research tools

After designing the questionnaire to measure the variables and dimensions of the study and the effect between the independent and dependent variables, the questionnaire was judged by multiple experts to confirm its validity. As a result, Some questions were combined and others were removed before distributing the questionnaire to the study sample. Form distributed to a sample of 120 students and fully retrieved. Enter the retrieved data into the SPSS program for analysis. In addition, Alpha Cronbach tests were performed to determine the degree of internal consistency and stability among the problems. The test results are as follows:

Table (1) Measuring the internal consistency and stability of the questionnaire questions

Reliability Statistics

Cronbach's Alpha	No of Items
.943	32

Source: Prepared by the researcher, using the SPSS programme

This means that if a questionnaire with different indicators were distributed to a sample of college students at a different time than to a research sample, there is a 94% probability that the same results would be obtained.

A five-point Likert scale has been used in answering questions directed to the study sample as follows:

Strongly agree	Agree	Neutral	disagree	Strongly disagree
5	4	3	2	1

The arithmetic mean of the Likert scale is $1+2+3+4+5=15/5=3$, which is the value by which the arithmetic mean is compared for each question.

The criteria for judging average responses according to the Likert scale:

Category length = (highest response score – lowest response score)/number of response categories

Category length = $(5-1) / 5 = 0.8$

Accordingly, the closed tab was used, and the following areas were identified:

Table (2) - Five-point Likert Scale of answers

Field	Degree of agreement	Relative importance
1.8-1	Very weak	36-20
2.60-1.81	Weak	52-36.1
3.40-2.61	moderate	68-52.1
4.20-3.41	Strong	84-68.1
5-4.21	Very strong	84.1-100

Source: Assembled by the researcher, based on Asaad (2016)

If the arithmetic mean of the question or expression lies within the range (1-1.8), it corresponds to the "very weak" answer. Meanwhile, if it is within the range (1.81-2.60), it corresponds to the "weak" answer. If it is within the range (2.61-3.40), it corresponds to the "moderate" answer. If it is within the range (3.41-4.20), it corresponds to the "strong" answer. Finally, if it's in the range (4.21-5), that corresponds to the answer "very much".

4.3. Applicability of the research model: Multicollinearity test

A multicollinearity A test was performed to show the adequacy of independent functional data for recession analysis. The Pearson correlation coefficient is used to detect multiple linear correlation problems of independent subvariables (Asaad, 2020).

Table (3) Pearson correlation matrix between independent variables and subvariables (created by author)

Correlations

		Technological vigilance	Competitive vigilance	Environmental vigilance	Commercial vigilance
Technological vigilance	Pearson Correlation	1	.673**	.706**	.716**
	Sig. (2-tailed)		.000	.000	.000
	N	120	120	120	119
Competitive vigilance	Pearson Correlation	.673**	1	.668**	.749**
	Sig. (2-tailed)	.000		.000	.000
	N	120	120	120	119
Environmental vigilance	Pearson Correlation	.706**	.668**	1	.720**
	Sig. (2-tailed)	.000	.000		.000
	N	120	120	120	119
Commercial vigilance	Pearson Correlation	.716**	.749**	.720**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	119	119	119	119

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Prepared by the researcher, using the SPSS programme

Table (3) above shows the Pearson correlation coefficient matrix among the independent variables of the sub-studies. Most values are statistically significant, at the significance level (0.01) all correlation coefficients have values less than (0.80). However, this indicated a lack of multiple linear correlations between the studied variables. The value of the correlation coefficient is between these two values (0.778-0.749), so it can be said that the sample does not have the problem of high multiple correlation.

4.4. Description Study of Variables:

The review depended on the normal means strategy in gathering information. The number juggling mean was determined for each inquiry, then for every free sub-variable, and afterward the autonomous and subordinate factors. The aftereffects of the math implies and the standard deviation for all factors are as in the accompanying table:

Table (4) Created by author, Spellbinding information for all study factors

Variable	Arithmetic mean	Standard deviation (Std)
Technological vigilance	3.621	0.591
Competitive vigilance	3.359	0.799
Environmental vigilance	3.382	0.775
Commercial vigilance	3.437	0.763
Strategic vigilance	3.443	0.657
Workers' performance	3.213	0.652

Source: Prepared by the authors (2022).

Graphic information for all study factors

The past table (4) shows the accompanying:

The number-crunching mean of the autonomous sub-factors (cutthroat cautiousness and ecological carefulness) exists in the reach (2.61-3.40), comparing to the "moderate" reply on the region of the five-point Likert scale, and with a huge distinction. The general significance of these two autonomous factors demonstrates that the example individuals concur decently with the truth of competitive and environmental vigilance at the Middle Euphrates University.

The number juggling mean of the autonomous sub-factors (technological vigilance and commercial vigilance) lies inside the reach (3.41-4.20), relating to "areas of strength for the" on the five-overlap Likert scale, and with a massive distinction. The general significance of this variable demonstrates that the example individuals concur firmly with the truth of key watchfulness at the Center Euphrates College.

The number juggling mean of the reliant variable (laborers' exhibition) is inside the reach (2.61-3.40), relating to the "moderate" reply on the five-

overlay Likert scale, and with a massive distinction. The general significance of this reliant free shows that the example individuals concur decently with laborers' presentation at the Center Euphrates College.

The arithmetic mean of the independent variable (strategic vigilance) exists in the reach (3.41-4.20), comparing to "serious areas of strength for the" on the five-crease Likert scale, and with a huge contrast. The general significance of this variable demonstrates that the example individuals concur emphatically with the truth of key watchfulness at the Center Euphrates College.

The number-crunching mean of the reliant variable (laborers' presentation) is inside the reach (2.61-3.40), comparing to the "moderate" reply on the five-crease Likert scale, and with a huge distinction. The overall significance of this reliant free shows that the example individuals concur modestly with workers' performance at the Middle Euphrates University.

4.4.1. Theory Test:

To affirm the legitimacy of the speculations, the connection among factors was considered to inspect the relationship and effect of every autonomous variable on the reliant variable. This was finished utilizing the basic Pearson connection coefficient to concentrate on the relationship strength or consistency between two factors. Its worth changes in the reach (- 1, +1) and is represented by R. Likewise, its worth is concentrated on in two ways:

1. **Mathematical sign:** On the off chance that the indication of the connection coefficient is positive, there is a positive connection between the two concentrated on factors. In the mean time, assuming that its sign is negative, their relationship is converse.
2. **Outright worth:** The outright worth of the connection coefficient implies

Table (5): Correlation Coefficient Values

Correlation coefficient	Relationship
0.90>R	Very strong
0.80> R >0.90	Strong
0.70> R >0.80	Good
0.60> R >0.70	Not bad (accepted)
0.50> R >0.60	Weak
R>0.50	Very weak

Source: Assembled by the researcher, using Assad (2016)

the connection between the two factors major areas of strength for is can be delegated follows:

The worth of the connection coefficient is the force of the relationship.

First Speculation Test: There is no measurably critical effect between essential cautiousness and laborers' presentation at the Center Euphrates College, as indicated by the review test.

To test the connection between the reliant and autonomous variable and to test the principal speculation, the Pearson relationship coefficient was applied, and the outcomes are as in the accompanying tables:

Table (6): Created by author, The investigation of the connection between's essential carefulness and laborers' exhibition

Correlations

		Employee performance	Strategic vigilance
Employee performance	Pearson Correlation	1	.801
	Sig. (2-tailed)		.000
	N	120	120
Strategic vigilance	Pearson Correlation	.801	1
	Sig. (2-tailed)	.000	
	N	120	120

Source: Ready by the analyst, utilizing the SPSS program

It is obvious from the past table that the worth of $R = 0.801$, and that intends that there is major areas of strength for a, connection between's the two factors, and the worth of the likelihood $P(\text{Sig}) = 0.000 < \alpha = 0.05$. Hence, the connection is critical.

Since the worth of P is not exactly the undertone level $\alpha = 0.05$, we reject the main speculation and acknowledge the elective speculation: There is a measurably tremendous impact between essential carefulness and laborers' exhibition at the Center Euphrates College, as indicated by the review test.

Second Speculation Test: There is no genuinely tremendous impact between mechanical carefulness and the exhibition of laborers at the Center Euphrates College, as indicated by the review test.

To test the connection between the reliant variable and the sub-free factor and to test the subsequent speculation, the Pearson relationship coefficient was applied and the outcomes were as in the accompanying tables:

Table (7): Created by author, The investigation of the connection between innovative carefulness and workers' performance

Correlations

		Employee performance	Technological vigil
Employee performance	Pearson Correlation	1	.820
	Sig. (2-tailed)		.000
	N	120	120
Technological vigil	Pearson Correlation	.820	1

Sig. (2-tailed)	.000	
N	120	120

Source: Ready by the analyst, using the SPSS program

It is obvious from the past table: The worth of $R = 0.820$, and that truly intends that there is areas of strength for a positive connection between's the two factors, and the likelihood esteem $P(\text{Sig}) = 0.000 < \alpha = 0.05$, subsequently the relationship is huge.

Since the worth of P is not exactly the importance level $\alpha = 0.05$, we reject the subsequent speculation and acknowledge the elective theory: There is a genuinely massive impact between mechanical watchfulness and laborers' exhibition at the Center Euphrates College, as per the review test.

Third Speculation Test: There is no genuinely tremendous impact between the cutthroat carefulness and the presentation of laborers at the Center Euphrates College, as per the review test.

To test the connection between the reliant variable and the sub-free factor and to test the subsequent speculation, the Pearson relationship coefficient was applied and the outcomes are as in the accompanying tables:

Table (8): The Investigation of the Relationship between's Competitive Vigilance and Workers' Performance Correlations

		Employee performance	Competitive vigilance
Employee performance	Pearson Correlation	1	.771
	Sig. (2-tailed)		.000
	N	120	120
Competitive vigilance	Pearson Correlation	.771	1
	Sig. (2-tailed)	.000	
	N	120	120

Source: Ready by the specialist, utilizing the SPSS program

It is obvious from the past table that the worth of $R = 0.771$, and that implies there is a decent, positive connection between's the two factors. Since the worth of the likelihood $P(\text{Sig}) = 0.000 < \alpha = 0.05$, the connection is huge. Since

the worth of P is not exactly the importance level $\alpha = 0.05$, we reject the third speculation and acknowledge the elective theory: There is a genuinely tremendous impact between serious carefulness and the exhibition of laborers at the Center Euphrates, College as indicated by the review test.

Fourth Speculation Test: There is no genuinely huge impact between ecological carefulness and the presentation of laborers at the Center Euphrates College, as per the review test.

To test the connection between the reliant variable and the sub-free factor

Table (9): The investigation of the connection between's environmental vigilance and workers' performance

Correlations		Employee performance	Environment al vigilance
Employee performance	Pearson Correlation	1	.650
	Sig. (2-tailed)		.000
	N	120	120
Environmental vigilance	Pearson Correlation	.650	1
	Sig. (2-tailed)	.000	
	N	120	120

and to test the subsequent speculation, the Pearson relationship coefficient was applied and the outcomes are as in the accompanying tables:

Source: Ready by the specialist, utilizing the SPSS program

It is obvious from the past table: that the worth of $R = 0.650$, which suggests there is an acknowledged and positive connection between's the two factors, and the worth of the likelihood $P(\text{Sig}) = 0.000 < \alpha = 0.05$. Consequently, the relationship is huge. Since the worth of P is not exactly the importance level $\alpha = 0.05$, we reject the fourth speculation and acknowledge the elective speculation: There is a measurably huge impact between natural watchfulness and the exhibition of laborers at the Center Euphrates College, as per the review test.

Fifth Speculation Test: There is no massive impact between business carefulness and the exhibition of laborers at the Center Euphrates College, as per the review test.

To test the connection between the reliant variable and the sub-free factor and to test the fifth speculation, the Pearson relationship coefficient was applied and the outcomes are as in the accompanying tables:

Table (10): The investigation of the connection between's business carefulness and workers' performance (Generated by author)

Correlations

		Employee performance	Commercial vigilance
Employee performance	Pearson Correlation	1	.802
	Sig. (2-tailed)		.000
	N	120	120
Commercial vigilance	Pearson Correlation	.802	1
	Sig. (2-tailed)	.000	
	N	120	119

Source: Ready by the analyst, utilizing the SPSS program

It is obvious from the past table: that the worth of $R = 0.802$, and that intends that there is areas of strength for a positive connection between's the two factors, and the worth of the likelihood $P(\text{Sig}) = 0.000 < \alpha = 0.05$. Thusly, the relationship is critical. Since the worth of P is not exactly the importance level $\alpha = 0.05$, we reject the fifth speculation and acknowledge the elective speculation: There is a massive impact between business watchfulness and the exhibition of laborers at the Center Euphrates College, as per the review test.

5. Concentrate on Outcomes:

Through the scientific review, the main discoveries of the review can be recognized as follows: There is no different straight connection among concentrate on factors. The worth of the connection coefficient went between the two qualities (0.778-0.749), so one might say that the example is without any trace of high numerous relationship issue. The arithmetic mean of the independent sub-variables (competitive vigilance, environmental) lies within the range (2.61-3.40) corresponding to the "moderate" answer on the fields of the fivefold Likert scale. The math mean of the free sub-factors (mechanical cautiousness and business watchfulness) exists in the reach (3.41-4.20) comparing to "serious areas of strength for the" on the fields of the five Likert scale. That the math normal of the free factor (key cautiousness) exists in the reach (3.41-4.20) comparing to "areas of strength for the" the fields of the five Likert scale. In any case, the overall significance of this variable shows that the example individuals concur significantly with

the truth of the essential cautiousness at the Center Euphrates College. That the math mean of the reliant variable (laborers' exhibition) exists in the reach (2.61-3.40) comparing to the "moderate" reply on the fields of the five Likert scale, with a massive contrast. In any case, the overall significance of this reliant autonomous demonstrates that the example individuals concur reasonably with laborers' presentation at the Center Euphrates College. There is a significant impact between the strategic vigilance and the performance of workers at the Middle Euphrates University according to the study sample. There is a huge effect between the innovative carefulness and the exhibition of laborers at the Center Euphrates College as indicated by the review test. There is a huge effect between the cutthroat carefulness and the exhibition of laborers at the Center Euphrates College as indicated by the review test. There is a huge effect between the ecological carefulness and the exhibition of laborers at the Center Euphrates College as indicated by the review test. There is a huge impact between the business carefulness and the exhibition of laborers at the Center Euphrates College as indicated by the review test

6. Proposals

The rising interest in the serious carefulness and its parts at the Middle Euphrates University. This can be done according to the following: Focus on collecting correct information about competing universities and the different and good services they provide to their students. Focus on introducing new educational products, such as modern educational programs, depending on global experiences in this field, provided that they are not available in the surrounding competing universities. Focus on developing all four dimensions of strategic vigilance equally at the university. The increasing interest in university employees and developing their abilities and skills in compatible with students' expectations. This can be done according to the following proposals: The permanent training of university employees in order to raise their work capabilities and skills. Providing the necessary financial funds for training and development, and it is possible to rely on the e-training process.

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