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Employees' Opinions About the Requirements for Najran University to Become a Green University

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Abstract

The purpose of this study was to find out what the staff at Najran University thought about the needs for making the university greener. The study employed a descriptive technique in order to accomplish its purpose. Additionally, a questionnaire was created and given to 92 workers, both male and female. The investigation produced a number of findings, the most significant of which are: The study's findings revealed reactions to The study sample of staff members received a score of (2.80) (Neutral) on the conditions for making Najran University a green university. On every axis of the questionnaire, employee responses varied statistically significantly based on the gender variable (males and females). On every axis of the questionnaire, with the exception of the first and third axes, there are statistically significant differences between the replies provided by employees based on their experience level (5–10/ more than 10 years).

Keywords: Green University, Requirements, Employees.

INTRODUCTION

There are many studies that addressed employees and their opinions about transforming their universities into green universities, and these studies include the following:

(Khazal and others, 2020) The aim of this study is to demonstrate the relationship between Mosul University's green core competencies and its green HRM practices. Green practices are the cutting edge of human resources management and the primary means of supplying the HR department with exceptional and highly qualified environmental protection performance. The foundation for carrying out all environmental responsibilities and activities that the organization and its most valuable resources undertake is the core competency of human resources. Information and research data were gathered using the questionnaire. It was created using the three-dimensional Likert scale and some pre-made metrics. It was given to a sample of 36 Mosul University Presidency staff, and the statistical software SPSS.v.24 was used to evaluate the search data. Numerous findings were generated by the statistical approaches, chief among them being the association between the University of Mosul presidency's green core competences and its HR practices. The organization's green recruitment initiative had the biggest impact on strengthening the green core competencies as a result of green HR practices. Within the parameters of the findings, the study made several recommendations, the most significant of which is to strengthen the CCG's fundamental competencies by studying developed nations' experiences and utilizing them to their fullest potential in order to bolster the environmental focus.

(Aidoud, 2021) Climate changes in the world have contributed to pushing educational institutions to keep pace with various measures that serve sustainable development, which requires the university to be an environmentally friendly institution. This research aims to study the extent to which the University of Mohammed Boudiaf - M'sila has adopted the components of a green university. This study was conducted on a random sample of university employees, estimated at 30 employees. To achieve the objectives of the study, the questionnaire was used as a tool for collecting information and the spss 20 program was used to conduct

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statistical processing. The study showed several results, the most important of which is that the university meets the requirements and requirements for implementing the green university project to a low degree.

(Abdullah et al., 2022) Through the current research, it is intended to test the relationship and impact between green human resources management through its dimensions (green employment, green training and development, green performance management and evaluation, energy conservation) and high employee performance through its dimensions (ability to lead, participate, ability to change, Human talent management). The research problem was defined in several questions, and for this purpose, a hypothetical model for the research was formulated, and in order to confirm the validity of the main hypothesis, it was subjected to multiple tests to confirm its validity. The research used a questionnaire as a means of obtaining data, and the research used the descriptive analytical method as its method, and its use was to support and enhance these concepts and focus on employees in the university environment. The research applied random sampling to select (79) employees at Al-Furat Al-Awsat Technical University. The data was analyzed using a set of statistical methods, and the results were extracted using the computer program (SPSS v.23). One of the most prominent conclusions reached by the research is that there is clarity among the sample studied regarding green human resources management, which reflects the application of some of its concepts, but it was not Employing it directly for the purpose of improving or achieving high performance quickly, The most prominent recommendations are to attract the attention of senior leadership to move from organizational performance to achieving high performance because of its effective role in improving employees' performance levels and involving them in various programs to achieve urgent goals. Keywords: green human resources management, high performance, Al-Furat Al-Awsat Technical University.

The Study Problem

From the above, the problem of the study becomes clear to us in the following main question:

What are the Opinions of the study sample of Employees about the requirements for Najran University to Become a Green University?

The following sub-questions branch out from it:

- What are the opinions of the study sample of employees about the requirements for Najran University to become a green university?
- Are there any statistically significant differences between members of the study sample according to the variables (gender - years of experience)?
- What are the most important results of the study on the requirements for Najran University to transform into a green university?

The Importance of Studying

The importance of the study stems from the following:

A-Theoretical Importance: Through this study, the most important opinions of the study sample of employees about the requirements for transforming Najran University into a green university are identified, as well as studying the most important obstacles to transforming Najran University into a green university.

B- Practical importance: Through this study, reliance is placed on recommendations and proposals that can be envisioned to transform Najran University into a green university.

Objectives of the Study

- This study aims to achieve the following:

- 1-Getting to know the opinions of the study sample of employees about the requirements for Najran University to become a green university.
- 2- Coming up with a set of results that will help transform Najran University into a green university.

STUDY METHODOLOGY

The study employs a descriptive technique that is appropriate for the subject matter given its goals. To find out what the study sample of employees thought about what was needed to turn Najran University into a green university, a questionnaire was created.

The Limits of The Study

Limits on the study's objectives: The study examined the opinions of the employee study sample regarding what Najran University needs to do in order to become a green university.

Human limits: A sample of Najran University staff members were subjected to the study tool.

Time constraints: In the first semester of the year 1445 AH, the field study was conducted.

Boundaries in space: The field study was conducted on Najran University staff members.

Field Study

Aim of the Study

The field study aims to reveal:

- Getting to know the employees' opinions about the requirements for Najran University to become a green university.
- Through the results, Najran University will transform into a green university.

-The Study Sample

The study instrument, a questionnaire, was administered to a representative random sample of Najran University employees, with the initial sample population consisting of 651 employees. During the first semester of the academic year 1445 AH, the questionnaire link was distributed online and made available for application for a duration of thirty days. 92 people responded, or 14.9 percent of the original community. The distribution of the study sample's employee characteristics based on the different study variables is displayed in the following tables.

Table (1) The study sample was distributed based on the gender variable (male versus female).

Percentage	sample	variable
69.5	64	Males
30.5	28	Females
% 100	92	Total

Table (1) makes it evident how the study sample was distributed based on the gender variables (male - female), with 64 study participants, or 69.5%, of the sample being male and 28 study participants, or 30.5%, of the sample being female.

Table (2) The study sample was distributed based on the years of experience that were variable (less than 5 years, 5 - 10 years, and more than 10 years).

Percentage	sample	variable
0	0	less than 5 years
48.9	45	5 - 10 years
51.1	47	- more than 10 years
% 100	92	Total

The distribution of the research sample based on the variable years of experience (less than 5 years, 5 - 10 years, and more than 10 years) is displayed in Table 2. 45 people made up the study sample, which is 47 and represents 48.9% of the population with five to ten years of experience. 51.1% have more than ten years of experience.

By displaying the distribution tables for the study sample variables, it becomes clear to us that the proportions of the variables represent the original population of employees, which contributes to achieving the desired

goals of applying the questionnaire and contributes to the results being produced in a way that expresses the study population.

Study Tool

The study tool was a questionnaire directed to employees at Najran University, and it contained (33) statements. The statements were distributed into six axes as shown in the following table:

Table (3) Distribution of questionnaire statements

Phrase numbers	Number of phrases	Study topics	No
1- 16	16	Infrastructure requirements	1
20 – 17	4	Community service requirements	2
25 – 21	5	Energy saving requirements	3
33 – 26	8	Obstacles to implementing the green university	4
	33		

It is clear from Table (3) that there is no balance between the number of statements in each axis, as imposed by the questionnaire axes.

Honesty of Arbitrators

The researcher presented the study questionnaire to a group of education professors as arbitrators, in order to express an opinion about the suitability of the questionnaire for employees, and the extent to which the expressions represent each of the axes. The percentage of agreement of the judges on the extent of representation of these expressions was calculated, so that the expressions that obtained a percentage were retained. Agreement of 89% or more, and some statements were modified according to what was suggested by the arbitrators, and the questionnaire in its final form reached (33) statements.

Calculate the Stability Factor

Reliability was calculated using Cronbach's alpha equation and is shown in the following table:

Table (4) Reliability value with Cronbach's alpha reliability coefficient for the questionnaire and its axes

Stability value	Study topics	No
0.834	Infrastructure requirements	1
0.964	Community service requirements	2
0.525	Energy saving requirements	3
0.777	Obstacles to implementing the green university	4
0.774		

It is clear from Table (4) that the reliability value is based on the Cronbach's Alpha reliability coefficient for the questionnaire as a whole (0.774), which is a reliability coefficient that can be relied upon in applying the study tool.

Table no (5) Divide into Likert scale categories Pentagram (limits of average responses)

Category boundaries		Category	NO
To	from		
1.80	1.00	Very disagree	1
2.60	1.81	not agree	2
3.40	2.61	Neutral	3
4.20	3.41	Agree	4
5.00	4.21	Very agree	5

The length of the range was used to obtain an objective judgment on the average responses of the study sample items, after processing them statistically.

Field Study Results and Their Interpretation

First: To answer the first question of the field study, which is: What are the opinions of the study sample of employees about the requirements for Najran University to become a green university? This is shown by the following:

1- The first axis: Table (6) shows the responses of the study sample of employees regarding the first axis

Table (6): Responses of the study sample regarding the first axis

NO	Ferries	Responses					Relative weight	Approval level	Ranking
		Very agree	agree	neutral	not agree	Very disagree			
1	You go to university in a private car	32	48	0	12	0	4.08	Very agree	1
2	The university administration applies environmental rules and laws to ensure environmental sustainability and green transformation.	0	0	9	70	1	1.95	not agree	4
3	The university provides training programs on environmental sustainability and green transformation.	0	0	6	73	13	1.92	not agree	5
4	All university facilities provide the environment and support green transformation	0	0	3	53	36	1.64	Neutral	13
5	The university provides energy-efficient mass transportation.	0	0	12	40	40	1.69	Very disagree	12
6	The distances between the university facilities are close and support movement without transportation	0	0	0	73	19	1.79	Very disagree	7
7	The university provides energy-efficient buses	0	3	13	0	76	1.38	Very disagree	16
8	All university transactions do not need to be relocated to the university administration.	3	60	16	3	10	3.46	Agree	2
9	The university provides large green spaces	3	0	0	54	35	1.71	Very disagree	10
10	There are garbage sorting bins in all university facilities (jugs - glass -.....)	3	13	0	3	73	1.58	Very disagree	15
11	There are tools in the restrooms that support water saving.	3	13	0	19	57	1.76	Very disagree	8
12	When constructing buildings, the university takes into account compliance with environmental sustainability and green transformation standards.	3	0	13	27	49	1.70	Very disagree	11
13	The university is keen to transfer successful global experiences and expertise in the field of environmental sustainability and green transformation.	3	0	16	40	33	1.91	not agree	6

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14	The university implements training programs for faculty members on environmental sustainability and the green university	3	0	0	56	33	1.73	Very disagree	9
15	The university holds introductory meetings in the field of environmental sustainability and green transformation.	3	0	0	43	46	1.59	Very disagree	14
16	University buildings take into account people with special needs.	3	14	52	18	5	2.91	not agree	3
							2.05	not agree	

It is clear from Table (6) that the average responses of the study sample on the first axis came with a score of (2.05) (not agree), and the phrase (you go to university in a private car) came as the highest response with a score of (4.08) (very agree). This indicates that Employees encourage the culture of moving in private cars and avoiding using university transportation due to the distance between the city of Najran and the university city, and the phrase (the university provides energy-efficient buses within the university city) was the least responsive with a score of (1.38) (Very disagree), which indicates the lack of buses that transport students. Within the university city, where it is directed to female students or international students residing in student housing.

2- The second axis: Table (7) shows the following:

It is clear from Table (7) the responses of the study sample of employees regarding the second axis:

Table (7): Responses of the study sample regarding the second axis

NO	Ferries	Responses					Relative weight	Approval level	Ranking
		Very agree	agree	neutral	not agree	Very disagree			
17	The university holds research partnerships with sectors of society in the field of environmental sustainability and green transformation.	3	0	24	65	0	2.35	not agree	1
18	The university provides various cultural activities to raise community awareness about environmental sustainability and green transformation.	3	0	13	76	0	2.23	not agree	2
19	The university is keen to link the objectives of the strategic plan with the development goals of environmental sustainability and green transformation.	3	0	13	76	0	2.23	not agree	2
20	The university provides community service caravans to raise awareness of environmental sustainability and green transformation.	3	0	16	61	12	2.14	not agree	3
							2.23	not agree	

It is clear from Table (7) that the average responses of the study sample regarding the second axis came with a score of (2.23) (not agree), and the phrase (the university holds research partnerships with sectors of society in the field of environmental sustainability and green transformation.) came as the highest response with a score of (2.35). (not agree) This indicates the importance of establishing these partnerships with community institutions, and the phrase (the university provides community service convoys to raise awareness of

environmental sustainability and green transformation) was the lowest response with a score of (2.14) (not agree), which indicates the necessity of providing community service convoys to local community institutions.

3-The third axis: Table (8) shows the following:

Table (8) shows the responses of the study sample of employees regarding the third axis:

Table (8): Responses of the study sample regarding the third axis

NO	ferries	Responses					Relative weight	Approval level	Ranking
		Very agree	agree	neutral	not agree	Very disagree			
21	The university administration supports rational energy consumption systems.	0	16	3	73	0	2.38	not agree	3
22	My office has outside windows	0	16	3	73	0	2.59	not agree	2
23	The lighting systems used in university facilities are energy efficient.	0	32	0	60	0	2.69	Neutral	1
24	The university plans to rationalize energy consumption.	0	16	6	58	12	2.28	not agree	4
25	There are regulations governing the use of clean energy	0	0	22	70	0	2.23	not agree	5
							2.43	not agree	

It is clear from Table (8) that the average responses of the study sample regarding the third axis came with a score of (2.43) (not agree), and the phrase (lighting systems used in university facilities are energy efficient) came as the highest response with a score of (2.69) (Neutral). This indicates a trend The university uses lighting systems that save energy, as well as the use of sensors that stop air conditioners from working when the room is empty of anyone, and the phrase (there are regulations regulating the use of clean energy) was the lowest response with a score of (2.23) (not agree), which indicates the necessity of developing such regulations that support Use clean energy.

4- Fourth axis: Table (9) shows the following:

Table (9) shows the responses of the study sample of employees regarding the fourth axis

Table (9): Responses of the study sample regarding the fourth axis

NO	ferries	Responses					Relative weight	Approval level	Ranking
		Very agree	agree	neutral	not agree	Very disagree			
26	Lack of projects included in the strategic plan based on the principles of sustainability and green transformation.	31	34	24	3	0	4.01	Agree	8
27	Lack of faculty member participation in decision-making related to environmental sustainability	46	43	3	0	0	4.46	Very agree	5
28	The difficulty of transforming university buildings to achieve the requirements of environmental sustainability and green transformation.	33	53	3	0	3	4.22	Very agree	7
29	Lack of budget allocated to support research projects that include environmental	39	37	16	0	0	4.25	Very agree	6

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	sustainability and green transformation.								
30	Wide distances between university facilities	68	24	0	0	0	4.73	Very agree	3
31	The distance of the university city from the city of Najran and the main roads	75	17	0	0	0	4.81	Very agree	2
32	Using devices that consume high energy, which is difficult to replace.	62	27	3	0	0	4.64	Very agree	4
33	Weak culture of relying on public transportation to reach university	86	6	0	0	0	4.93	Very agree	1
							4.50	Very agree	

It is clear from Table (9) that the average responses of the study sample regarding the first axis came with a score of (4.50) (Very agree), and the phrase (weak culture of relying on public transportation to reach university) came as the highest response with a score of (4.93) (Very agree). This indicates that General culture in the Najran region: Not relying on university transportation due to its lack of availability, as well as the distance of the university city from the main roads and the city of Najran, and the phrase (lack of projects included in the strategic plan for the principles of sustainability and green transformation) as the least responsive with a score of (4.01) (Agree), which indicates the need to 'The university's strategic plan includes the principles of sustainability and green transformation.

By presenting the results of the study on the responses of the study sample of employees regarding the opinions of the study sample of employees on the requirements for transforming Najran University into a green university, the score came with a score of (2.80) (Neutral), and this indicates the agreement of the study sample of employees on most of the questionnaire statements.

Second: In order to address the second field study question, which is: Are there statistically significant variations in the study sample of employees' responses about their thoughts regarding what needs to happen in order for Najran University to become a green university? In light of the subsequent variables:

- Gender (male - female)
- Years of experience (from five to ten - from ten or more)

This is evident by conducting an analysis of variance of the study sample's responses on the following study variables:

1- Does gender (male vs. female) have any statistically significant effects on the replies given by the study sample of employees on what they think is needed to turn Najran University into a green university? As indicated in Table (10), this can be demonstrated by doing a t-test on the research sample's replies.

Table (10) The arithmetic mean, standard deviation, "t" value, and their significance for the questionnaire axes according to the gender variable (male - female)

Study topics	male		female		T value	Significance level
	Average	standard deviation	Average	standard deviation		
Infrastructure requirements	33.953	8.15	30.428	3.02	2.217	0.01
Community service requirements	9.593	2.80	7.57	0.50	3.771	0.001
Energy saving requirements	13.343	2.25	9.57	0.50	8.730	0.001
Obstacles to implementing the green university	35.375	3.13	37.714	2.01	3.628 -	0.001

Table (10) makes it evident that there are statistically significant variations in the replies provided by employees based on the gender variable (males and females) on every axis of the survey. This suggests that there is disagreement among the male and female research sample employees on some of the questionnaire's dimensions.

2- Regarding the perspectives of the study sample of employees regarding the needs for converting Najran University into a green university according to experience (from 5-10 / more than 10 years), are there statistically significant differences in their responses? As indicated in Table (11), this is demonstrated by doing a t-test on the research sample's replies.

Table (11) The arithmetic mean, standard deviation, “t” value, and their significance for the questionnaire axes according to the experience variable (from 5-10 / more than 10 years)

Study topics	from 5-10		/ more than 10 years		T value	Significance level
	Average	standard deviation	Average	standard deviation		
Infrastructure requirements	32.422	2.41	33.319	9.77	0.598	Non-functional
Community service requirements	8.133	0.50	9.787	3.32	3.296	0.001
Energy saving requirements	11.777	1.71	12.595	3.15	1.533	Non-functional
Obstacles to implementing the green university	34.711	2.47	37.404	2.94	4.738	0.000

It is clear from Table (14) that there are statistically significant differences between employees’ responses according to experience (from 5-10 / more than 10 years) on all axes of the questionnaire except the first and third axes. This indicates that the study sample of employees did not agree on the second and fourth axes.

RESULTS OF THE FIELD STUDY

The results of the field study were as follows:

- The results of the study showed that the responses of the study sample of employees regarding the opinions of the study sample of employees regarding the requirements for transforming Najran University into a green university came with a score of (2.80) (Neutral).
- There are statistically significant differences between employees’ responses according to the gender variable (males and females) on all axes of the questionnaire.
- There are statistically significant differences between employees’ responses according to experience (5-10/more than 10 years) regarding all axes of the questionnaire except the first and third axes.

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