"The impact of graceful leadership in achieving IT requirements at Yarmouk University" "From the faculty members' point of view "

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Summary:

The study aimed to identify the impact of graceful leadership in achieving IT requirements at Yarmouk University "from the faculty members' point of view, and to achieve the goal of the study, the descriptive analytical method was used, and a questionnaire as a tool for the study was designed, and the study sample consisted of (200) faculty members. The random class sample method was used, some of the most important findings of the study was: Graceful leadership dimensions (humility, wisdom, patience, objectivity, calmness, confidence) were highly available among the university leadership at Yarmouk University, with a relative weight of 82.5%. & mean of 8.25, and all the responses of the sample about leadership practices at Yarmouk University in Jordan related to the dimensions of graceful leadership, which the means ranged between (8.70-8.01) where it came in first grade "you can meet the dean without hesitation or reservation any time you want "with a relative weight of 87% and a mean 8.70 followed by "the Dean takes into account the time and place in conducting his directions to you" with a relative weight of 85.6% and a mean 8.56, one of the most prominent recommendations of the study so The university leadership should give greater freedom to faculty members and communicate with the administration and the need to involve them in the decision-making process within the university, increase technological means and develop the incentive system to meet the necessary needs, which helps them increase loyalty to the university, motivate faculty members because it has a role in creating confidence and reassurance and reducing fear of the career future to make them more motivated at work.

Keywords: Graceful leadership - IT - Yarmouk University.

cooperation and the extent to which he can convince others of the need to do business effectively. A graceful leader's attributes include helping and respecting individuals, adopting support for them, focusing on the course of action, having a vision for the future, clear goals and continued commitment (AL-FATLAWI, 2017:22).

Considering the university's faculty as an effective element, they are at the heart of the university's great work to apply information technology based on long-term goals while

Introduction:

Graceful leadership is a key entry point for the development and continuity of universities, because it focuses on the positive behavior of university leadership, and its impact on the application of it requirements at the university, to achieve its goals, it is a process of inspiration for the faculty members at the university to present what they have, so graceful leadership is a set of human and ethical aspects in dealing with subordinates and the leader plays an important role in strengthening the spirit of

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manage themselves, and supporting them when carrying out their activities and tasks within the organization." 2016:22) The definition of trust is that leadership has confidence in their ability and ability to carry out what is required of them, particularly in critical and exceptional circumstances (Thuresson & Ostman, 2017:30).

 *The importance of graceful leadership: it works to spread morale, brotherhood and harmony among the members of the employees that make up the institution's society, it also works to hold together the members of these groups, intensify their efforts and guide them to achieve common interests. It is also working to help groups agree on the goals to be achieved, develop plans, choose appropriate means, provide the resources and potential needed to achieve these goals, and they work to protect the groups that make up the organization's society and to eliminate fear and anxiety. (Rashawn, 2010:7) controls its members and helps them succeed and take responsibility and the leadership works to be the link between employees and the foundation's plans and future perceptions. It also strengthens the positive forces in the institution and reduces the negative aspects as much as possible by presenting, as al-Adlouni stated. (Adlouni, 2000: 20) Leadership also aims to obtain high productivity efficiency from all subordinates. This emphasizes intelligence and resorting to logical loading in problem solving. While encouraging ways of communicating and communicating between leadership and subordinates in order to find a confrontation with conflicts as explained by Scapbar. (Schipper, 2010:3)

Graceful leadership characteristics: A graceful leader has a range of attributes to be described, becoming flexible in his dealings and with rational attitudes, balanced with his environment in which his belongings live and these qualities include: being confident in himself: trusting others away from authoritarianism and bureaucracy, seeking to achieve the goals he believes in and working to

building a clear vision by encouraging subordinates to put forward their creative ideas in applying IT requirements, and recognizing the need for change and development in the administrative and academic process, where the importance of IT application must be assessed by providing an appropriate environment in which faculty members can demonstrate their abilities and invest in order to reach goals. The one. Given the importance of the subject, agile leadership is a multi-molecule process through the impact of the process in guiding faculty towards goals, and this study is marked by: "The impact of agile leadership in achieving it requirements at Yarmouk University from the point of view of faculty members "in its dimensions :(humility, wisdom, patience, objectivity, calmness, trust).

The concept of Graceful leadership: Graceful leadership is always characterized by periodic updates, and this is because of the different point of view of researchers and management leaders in their definition where it differs from the entrances of his study in its description of the leadership pattern of the total customs and practices issued by the management man, and the graceful leadership is one of the modern variables that researchers and educators have noticed, and the launch of this attention was the result of the diagnosis of researchers over the past few years, and to the great role that leadership plays in achieving success in the institution. The researchers (2019) Cruz & Wang identified it as: "One of the contemporary trends aimed at enhancing performance levels by strengthening relationships between all stakeholders related to the organization's operations. Thuresson & Ostman (2017:27) also defines leadership behaviors aimed at continuous improvement and adaptation to environmental changes to maintain the organization's competitive advantage." (2015: 332: "Leadership behaviors that are interested in enhancing the ability of human resources to

of different responsibilities of its members, the emergence of a person among its members different from the rest of the group in its ability to guide and influence its members and cooperate with them in order to achieve their common goals, it is a necessary element of the existence of leadership, as an important component of the organization, and as an organized group distinguished from the normal group by the presence of the leader.

Third: achieving the desired goals, these objectives are multiple, there are objectives for the leader, others for members of the organization, and a third for the group, and it is rare that these goals One, highlighting the difficulty of the availability of these elements in the leader when the objectives of the leader conflict with the goals of the group and its members, and the leader analyzes differences and manifestations of conflict in all aspects and rearranges them again in a way that each party finds what satisfies him, and achieves the goals by harnessing the efforts of the leader to satisfy the needs of the members of the group and through the tendency of the group and its desire to lead the leader and its conviction that it works to increase the satisfaction of its needs and achieve its goals according to the words of Scarna. .(Saccharnah, 2010: 102)

Fourth: Inspiration, motivation and enforcement: the leader acts according to this characteristic in ways that motivate and inspire those around them, by giving meaning and challenge to what their subordinates do and the primacy of the spirit of the community, showing enthusiasm and optimism and making followers focus and think about attractive and multiple future situations, motivating them to study very different and desirable alternatives, as well as allowing them to participate in achieving common goals and in order to do so he uses symbols and slogans to guide determined efforts. (Alazmi,2006:38)

Fifth: Leadership position: Many theories emphasize that the position must appears the

empower individuals by delegating powers to them and participating in decision-making. With the ability to communicate and communicate with the media: the graceful leader has the ability to visualize and launch his imagination, and translates perceptions into reality, thus enjoying the ability to communicate and communicate meaning to others by activating vertical or horizontal communications and in all directions and does the system of incentives, positive, especially moral ones, as a motive for achieving the goals, al-Taher said. (Al-Taher, 2009: 68)

Elements of graceful leadership:

* First: the charisma and attractiveness of the leader: it is an important element in the leadership, as It leads the workers or who are criticized by the people, and the degree of success or failure of the leader in the leadership of the group is determined by the extent to which it affects the mentioned (Al Ajmi, 2008: 46) The leader walks according to this characteristic, attractiveness and charisma, to make them a model that others emulate over time, so that they become welcome, respect and trust, and one of the things that the leader does to be ideal is to take into account the needs of others and raise them on their individual needs and be They are willing to sacrifice personal gains for the benefit of others and to share the dangers to which followers are exposed, to be compatible, not to be authoritarian in their actions, to adhere to moral standards and high moral behaviors, to avoid the use of force in order to achieve personal interests, but to use the power they have to move individuals and groups to achieve their mission and vision, and when these ideal qualities are available and over time the followers work to emulate them, so they become as mentioned by Azmi. (Alazmi,2006:36) The objectives of these followers are more meaningful and they work to their fullest potential.

Second: the presence of organized groups of individuals: characterized by the normal group

- **Decision-making in the changing world**: Decision-making in this era is characterized by change and instability, makes leaders faced with a challenge depending on their ability to work in the light of a clear future vision and an appropriate mechanism, through which challenges can be better dealt with, so the challenge in this case depends not only on decision-making but also on the compatibility of the decision with the directions of leadership and the plan they have set for the university and the strategic objectives of the university. (Alazmi,2006:35)**, As for the requirements of information technology**, the term INFORMATION TECHNOLOGY has emerged since the 1950s referring to the use of computers in the field of government and private businesses alike, information technology includes all technologies, computers, software and communications used by the foundation and its human elements in collecting information necessary to accomplish and implement its various activities, aimed at raising its efficiency, effectiveness and creativity to achieve the strategic objectives of the enterprise, growth and development and information technology is a strategic weapon that can help build and capacity of the organization by providing the best data and information and enhances The organization's relationship with customers and other institutions, has been described as the technological ability to obtain, process and exchange data in order to make effective decisions in the organization according to the senses as well as Al-barzanji. (Sanders, 2007:25). Alhawassi & Barzanji (Alhawassi & Barzanji2014: 19) referred to as the technique used to collect and transmit results, analysis, classifications, people, information extraction, guidance, storage and processing to be used by beneficiaries, in the easiest way while ensuring accurate, speedy and timely achievement" defined as a set of techniques, as mentioned by al-Sharif and Oadah of (Sharif &Oada, 2016:

leader, and this is through a decision, and in a position, i.e. making a decision in a timely manner, in which case the leader has adapted to the situation, so the position is an important element. (Asia, 2012:29) as Aisha stated that in leadership is the circumstances in which the organization and the group go through both within the organization and in the external environment.

Challenges facing graceful leadership in universities: In light of the changes and transformations taking place in the world and the scientific and technical development of global waves, educational institutions and leadership in particular have imposed a range of challenges on leaders, including: - **Competition**: competition is one of the most important challenges resulting from global changes, and therefore all universities have to prepare to control the largest area of the market, by working and reducing cost to a minimum, hence the leadership to overcome the challenge of competition And work to keep its position in the market and competition.

Globalization: **The technological acceleration of information and communications**, where the world has become like a small village of limited dimensions, in terms of communications and financial transactions, trade, and the economy and to face such a challenge must create opportunities for coexistence in this highly competitive and open climate at the same time, that global leaders in their dealings with globalization are trying to speed up their work in the least possible time and seek to take advantage of these leaders by exploiting the potential, investment or costs.

-**The ability to optimize human resources**: the need to use available resources becomes even greater when competition and instability prevail, and here graceful leadership must look for optimal solutions to the problems facing the university and try to apply them in the best possible way.

effectively, according to Al-Abadi (Al-Abadi, 2006: 40)

Previous studies:

In view of previous studies, Hajeera study (2019) which aimed to reveal the relationship between graceful leadership and the organizational characteristic of the Electricity and Gas Distribution Corporation in Masaliah, and to achieve the objectives of the study and answer the general problem and sub-questions were used The descriptive approach, which depends on the description of the phenomenon as it exists in fact, and as an interview form was designed as a tool for collecting data from the members of the study sample, which was used the method of random class sample in its selection, in light of this the collection and analysis of hypotheses has been produced several most important results:

The style of the president and subordinates is done with a kind of understanding and agreement by opening the way for them, the graceful leader is the one who explains the paths of goals and helps them overcome obstacles and crises and works to motivate them, and maintain the high level of emotional intelligence among the leaders in the institution reflects on increasing the levels of feeling of citizenship by raising the level of awareness of workers. In a study carried out by Ismail (2019): The study aimed to identify the impact of comprehensive quality management on the institutional performance of commercial banks in Blue Nile State, Sudan, and aimed to identify the impact of graceful leadership on this relationship, and relied on the random class sample and designed a data collection questionnaire where a number of the results have emerged: there is a partial relationship between the dimensions of overall quality management and institutional performance, and graceful leadership strongly mediates the relationship between overall quality management and institutional performance.

179) as well as the physical, software and human resources component.

* Human resources: The human element is the most important component of information technology where they can be divided into two parts: the majority and those who are called the end users, who treat application software as beneficiaries and applications without going into the exact details of their programming processes and since computer specialists design computers and develop different programs, whether it be application programs or system software.

Networks: - The means used to send and receive data and information, consisting of a group of stations located in different locations and linked to each other by means that allow beneficiaries to perform transmission and receiving.

Networks are a vast collection of text documents that are interconnected on the Internet, and the reason they are called the World Wide Web or the Web is because the many links between documents that make up the web sites spread around the world overlap in a way that resembles cobweb interference, and the World Web allows the web browser software to transmit all kinds of information from programs, news, sounds, images and videos as well as texts using the mouse or keyboard and prepare **databases**: I**t is the repository where data is preserved** and has structured and interrelated topics and files that describe all the sciences and current events in the organization in all its details, organized in the form of files and kept in magnetic computer containers independently of the programmers' that operate and use this data, the data kept in these rules form the raw or primary material from which knowledge and information is extracted, and the database can be added, modified and updated continuously to keep pace with emerging variables to help managers make their strategic decisions on sound grounds, and the rest of the final users can be able to do their jobs efficiently and

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use on the performance of the human resource at the electricity production company, and found that the use of ICT is the catalyst for the development and performance of human resources, and there is a discrepancy in the impact of ICT use on the performance of the human resource in the company in accordance with the sex and educational level, for the benefit of both males and licence holders.

Elton's study came :(Akbaba-Altun, 2006) The study aimed to identify issues related to the employment of computer technology in a central education system, and the study used the descriptive method, and to collect data used the corresponding researcher and questionnaire, where the sample of the study consisted of 17 school principals, 15 computer coordinators, 151 educational supervisors in a Turkish city in the western Black Sea, and the results of the study showed that the use of computer technology in education requires the successful development of both Infrastructure in schools, workers, curricula, management, supervision, and these things cannot be separated from the problems of public education, as the results showed the small number of computers and accessories, the scarcity of software available in the local language, as well as the weakness of internet lines in schools.

The Study (May, 2003), entitled "The impact of technology on job performance from the high school principals' point of view, aimed at knowing the effectiveness of the use of computer technology in the performance of the headmaster of his job optimally, and aimed at knowing the impact of sex variables, the number of years of experience as a school principal, age, and place of school, the study was conducted on a sample size (139) **and one of the results of the study was** that the use of technology had a positive impact on the career performance of the high school principal. Most of this impact is quantitatively focused on performance and has not evolved to the qualitative and technical aspect, particularly in

The Shabbat study (2020) indicated where I aimed to know the role of graceful leadership in motivating workers in health institutions to study the case - union of health work committees in Gaza Strip, and the researcher followed the descriptive analytical approach, the sample of the study (52 doctors, 72 nursing & laboratory technicians), and the use of the comprehensive survey, the most prominent results were: The dimensions of graceful leadership (humility, wisdom, patience, objectivity, calmness and confidence) are high among the leadership of the Federation of Health Action Committees, with a relative weight (82.5%) ,mean (8.25) and the Bogazi study (2020) The aim was to identify the requirements of information and communication technology and the impact of its constraints on excellence in the performance of human resources at the Road Works Foundation - Skaikda, and to achieve the objectives of the study and test its hypotheses a questionnaire was designed to be addressed to the institution, and the sample of the study consisted of (40) employees of the Road Works Corporation, and the most prominent results The degree of use of ICT, its requirements and the constraints that limit its application are high, while the level of excellence in the performance of employees is average.

Garaz's study (2018): It aimed to clarify the strategies that contribute to the promotion of creativity in the organization, highlight the most important concrete requirements of information technology in human resources management, in addition to revealing the challenges faced by contemporary organizations in the light of the growth of the knowledge market, and this study showed that contemporary technological change plays a leading role in modern organizations by promoting innovation, including the idea of interest in cognitive capital and knowledge assets and their role in achieving competitive advantage. So is the Tueheri study (2015), The study also aimed to determine the impact of ICT

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and the problem of the study was the following main question:

What is the impact of graceful leadership in achieving IT requirements at Yarmouk University from the faculty members' point of view?

The main question arises from the following two sub-question:

1. What is the level of impact of the dimensions of graceful leadership (humility, wisdom, patience, objectivity, calmness, confidence) in achieving IT requirements at Yarmouk University from the faculty members' point of view?

2. What is the level of practice in applying IT requirements at Yarmouk University from the faculty members' point of view?

3. Is there a relationship between the role of graceful leadership and the achievement of IT requirements at Yarmouk University from the faculty members' point of view?

4. Are there differences in faculty opinions about the impact of graceful leadership in achieving IT requirements at Yarmouk University from the faculty members' point of view, due to variables (sex, job title, years of service)?

The importance of the study: The importance of the current study boils down to the scientific importance and practical importance of the following:

-The theoretical importance: to recognize that IT deals with graceful leadership as an explanation of their relationship and the realization of information technology requirements, so it is hoped that this study will provide a scientific addition, especially since the interaction between the variables of this study may result in the development of modern data and concepts that may open up prospects for researchers in the future by studying the realization of IT requirements with variables other than graceful leadership.

- Practical importance: The importance of studying decision makers in the senior departments of Yarmouk University in The

areas of planning, training, administrative work and decision-making. The Study of Elton Kababah :(Akbaba-Altun, 2001)

The aim was to identify the orientation of school principals towards technology, their experience in computer use and their relationship. The study community may be of all 124 principals of public primary schools in the Turkish region of Antalya, and to collect data, the researcher developed a measure of the trend towards technology, as well as a questionnaire to learn about the experience of managers in computer use.

The results of the study showed that school principals have a positive attitude towards technology, but they are still reluctant to take advantage of it in their daily work. All schools were computerized, and 68.5% of school principals used computers. There is also no statistically significant relationship between school principals' approach to technology and their experience in computer use.

The problem of the study and its questions: Management has seen many variables in its own nature across the different stages of its development, and among the topics of great importance at present in the field of information technology are (graceful leadership, application of information technology at the university), which need more discussion and knowledge and theoretical study, scientific and practical analysis to contribute to the completion of the course of previous intellectual efforts, and then diagnosis of errors in the university working environment, with successive updates, so it is necessary to emphasize deepening awareness of the importance of achieving IT requirements As noted in Juma'a study (Jumma,2017). The problem of the study indicated a lack of awareness among senior leaders about the importance of employing the requirements of graceful leadership in the application of information technology at Yarmouk University,

leadership behaviors that are interested in investing the resources of Yarmouk University to achieve its goals and strategy, through graceful and flexibility in dealing with the achievement of modern technology in its environment."

Information Technology: as the procedures of technologies with material, software and human resources, to regulate the work of these parts together in order to manage data and information efficiently. Based on the above, it can be said that IT is all the technologies used by organizations as stated by Al-Sharif and the return of (Sharif & aodaa, 2016: 179).

Yarmouk University has been defined as a Jordanian state university (public) located in the northern Jordanian city of Irbid, founded in 1976 by order of King Hussein bin Talal and has witnessed a significant expansion since then, but the separation of applied colleges from it under the name of the University of Science and Technology made it specialized in pure sciences except the Faculty of Hajjawi Applied Engineering, which became a bachelor's degree in technological engineering until the opening of the medical college complex again for the academic year 2013/14. It is the first higher education institution known for its innovative approach to institution management, human resources development and seeking excellence in research and teaching in various fields of arts, literature and social sciences. https://ar.wikipedia.org/wiki

Method and procedures

Research Approach: The Study Community: Represented by all the faculty members of Yarmouk University in the Hashemite Kingdom of Jordan (1004). **Study sample**: The study sample of (200) faculty members selected in the random class manner.

Curriculum and tool: The researcher followed the descriptive analytical approach that tries to answer the main question, and what is the nature of the phenomenon.

Kingdom of Jordan is to provide them with the importance of the impact of graceful leadership on achieving IT requirements, as it is not possible to work according to concepts according to the traditional organization based on power and the distribution of roles. The importance of the study at Yarmouk University and its constructive role in providing services to the community is highlighted, so it is hoped that this study will produce results that will help decision makers in the senior management of Yarmouk University to adopt modern management directions by using the realization of the dimensions of information technology to keep pace with development in light of contemporary challenges in the world of knowledge.

-Study limits:

-Objective limit: The study was limited to identifying the impact of graceful leadership in achieving IT requirements at Yarmouk University from the faculty members' point of view.

-Institutional limit: The study was limited to a sample of faculty members at Yarmouk University in the Hashemite Kingdom of Jordan and was the **place limit**: it was limited to Yarmouk University in the Hashemite Kingdom of Jordan **while the time limit was:** the study was limited to the second chapter 2021-2022.

-Study Terms:

Graceful Leadership: One of the contemporary trends aimed at enhancing performance levels by strengthening relationships between all stakeholders related to the organization's operations, as stated by Wang & Cruz,)Cruz & Wang,2019.(. Lungblom (2012:56) as defined it: "They are behaviors that will make the work go sequentially without excessive routine or complexity at work.

" Puvanasveran defined it (2012:30): "They are behaviors that add or create value. The researcher introduced it procedurally: they are

divided into two areas : An area that measures the availability of graceful leadership dimensions (humility- wisdom- patience- objectivity - calm and confidence) consists of (18) paragraphs and the second area is useful for achieving IT requirements and consists of (10) paragraphs based on a scale of 10 degrees less drunk (1) as the lowest approval, and the highest degree (10) highest approval.

The subject of the research: includes the analysis of the phenomenon and its environment and the clarification of the relationship between its components, meaning that the description is mainly done by units, links, relationships or categories that already exist, and to reach the results and recommendations of the study by analyzing the data reached by the study tool designed as a model by the researcher on each questionnaire involving two sections, the first section personal information of (3) variables, and the second section contains (28) paragraphs

The personal information of the study sample:

Table (1) shows the personal information of the study sample members:

repetition		repetition	percentage
Type	**male**	**136**	**68%**
	female	**64**	**32%**
years of service	**less than 10 years**	**44**	**22%**
	10 years and more	**156**	**78%**
job title	**assistant professor**	**136**	**68%**
	Associate Professor	**35**	**17.5%**
	Professor Dr.	**29**	**14.5%**
Total		**200**	**100%**

Source: Yarmouk University Annual Report 2019/2020

professors in this area, and in the light of their opinions, paragraphs that reached the agreed rate (83%) and above were retained.

2. Sincerity of the internal and structural consistency of the scale: it means the consistency of each paragraph of the scale with its overall degree, and Pearson's correlations between the paragraphs of the scale and the overall score were calculated, and shown by the following table:

The scale certainty: To verify the sincerity of the scale, the researcher calculated honesty using the following methods:

1. The researchers' certainty:
The researcher designed the measure of the impact of graceful leadership in achieving the requirements of information technology at Yarmouk University from the faculty members' point of view.

In its initial form, the scale was presented to a number of well-judges and specialized

Table (2): Shows transactions between the paragraphs of the scale and the overall score:

Paragraph	correlation factor	value
first: the availability of the dimensions of graceful leadership (humility- wisdom - patience - objectivity - calmness and confidence)		
Second: IT requirements:		
Can meet the Dean without hesitation or reservation at any time.	0.472	0.000
Available databases are sufficient to meet the requirements of all university departments.	0.624	0.000**
The Dean takes into account time and space in communicating his directions to you.	0.697	**0.000
Your business officer continuously shares your social events with you.	0.597	**0.000**
The information system is highly capable of processing data and turning it into useful information.	0.755	0.000**
The Dean addresses work problems in a balanced and rational manner.	0.797	**0.000.
The dean hides the negative reaction in dealing with problems.	0.727	0.000**
The information system has a database for storing data and information.	0.788	**0.000
Your dean at the college hides personal sensitivity in his relationship with faculty members.	0.742	0.000**
The system is able to transmit information accurately and clearly.	0.762	0.000**
Other means are used to send data and information.	0.843	**0.000
The Dean gives many opportunities for faculty members to overcome mistakes.	0.740	0.000**
Devices at the university are updated periodically at the university.	0.811	**0.000
The Dean is given enough time for faculty members to express themselves.	0.780	**0.000
The university provides the use of modern technology to improve its performance.	0.716	0.000**
The Dean clearly separates personal issues from work issues.	0.761	**0.000
The software helps the university at the speed required to get the work done.	0.560	.000**
The Dean contributes to the strengthening of a hard-working faculty member in his work among his colleagues.	0.773	.000**
Information security is used at the university to maintain its data.	0.793	**0.000
The university has a website to facilitate its transactions.	0.602	.000**
The dean differentiates between the hardworking and the unworkable at the moment of final evaluation.	0.802	**0.000
The Dean holds faculty accountable for the amount of powers granted to them.	0.753	**0.000
The dean's style of addressing faculty members is calm and clear.	0.843	**0.000
The dean's speech is characterized by a strong argument in his dealings with faculty.	0.855	**0.000
The dean stands at one distance in his formal and informal relationship with faculty members.	0.721	**0.000
The Dean sets a good example for his outstanding behavior with faculty.	0.837	**0.000
The dean's competence qualifies him to make wise decisions at work.	0.805	**0.000
Senior management values scientific research efforts at the university	0.846	**0.000

** Statistical function at 0.01 - * Statistical function at 0.05 is statistically non-function.

Table 2 shows that the paragraphs of the graceful leadership impact measure in achieving IT requirements at Yarmouk University from the faculty members' point of view enjoy strong correlation and statistically functioning at a level of less than 0.01, ranging from (0.472-0.855) indicating that the scale and its paragraphs have a high degree of honesty.

Second: Scale stability:

Alpha CrewE Nabach stability and half-segmentation were calculated on the reconnaissance sample, with the aim of verifying the stability of the scale in its two areas, alpha CrewE Nabach stability factor for the first field was 0.958, and the second area was 0.882, while the half-retail stability factor was 0.812, indicating that graceful leadership is working to meet it requirements at Yarmouk University, where it has a high stability factor.

Statistical methods:

The researcher analyzed the scale through the SPSS statistical package program, and the following methods were used:

1. Descriptive statistics including: the mean, percentages, and standard deviation.
2. Relative weight: To see how much percentage per paragraph of the measurement.
3. Alpha CrewE Nabach Coefficient: To find out the stability of the test paragraphs.
4. Half-retail stability factor.
5. Pearson link coefficient.
6. (T)Test.
7. Independent sample Test: To answer the second question.

Study results, discussion and interpretation:

Study questions:

Question 1: What is the level of impact of graceful leadership dimensions (humility, wisdom, patience, objectivity, calmness, confidence) in achieving IT requirements at Yarmouk University from the faculty members' point of view?

To learn the responses of faculty members to measure the impact level of graceful leadership dimensions (humility, wisdom, patience, objectivity, calmness, confidence) in achieving IT requirements at Yarmouk University from their point of view, the mean and the relative weight of each paragraph of the scale were calculated The results of the question explained in the following table:

Table (3): explains the repetitions, percentages and relative weight of the first area: the impact level of the graceful leadership dimensions (humility, wisdom, patience, objectivity, calmness, confidence) and its paragraphs (n=200).

paragraph	mean	relative weight	standard deviation	T value	level indication	order
You can meet the dean without hesitation or reservation at any time.	8.70	87.0	1.36	65.6	000.**	1
The Dean takes into account time and space in communicating his directions to you.	8.56	85.6	1.44	6.9	000.**	2
Your business officer continuously shares your social events with you.	8.22	82.2	1.86	45.4	000.*	8
The Dean addresses work problems in a balanced and rational manner.	8.36	83.6	1.61	53.4	000.**	4
The dean hides the negative reaction in dealing with problems.	8.08	8.8	1.81	45.8	000.**	17
Your dean at the college hides personal sensitivity in his relationship with faculty members.	8.16	81.6	1.87	47.2	000.**	13
The Dean gives many opportunities for faculty members to overcome mistakes.	8.41	84.1	1.57	54.8	000.**	3
The Dean gives enough time for faculty members to express themselves.	8.27	82.7	1.60	53.2	000.**	7

Statement	Mean	Relative weight	Std Dev	T	Sig	Rank
The Dean clearly separates personal issues from work issues.	8.27	82.7	1.53	55.5	000.**	6
The Dean contributes to the strengthening of a hard-working faculty member in his work among his colleagues.	8.19	81.9	1.67	5.3	000.**	11
The dean differentiates between the hardworking and the unworkable at the moment of final evaluation.	8.01	80.1	1.92	42.8	000.**	18
The Dean holds faculty accountable for the amount of powers granted to them.	8.15	81.5	1.64	54.0	000.**	14
The dean's style of addressing faculty members is calm and clear.	8.22	82.2	1.4	58.1	000**	9
The dean's speech is characterized by a strong argument in his dealings with faculty.	8.20	82.0	1.74	48.2	000.**	10
The dean stands at equal distance in his formal and informal relationship with faculty members.	8.9					
The Dean sets a good example for his outstanding behavior with faculty.	8.8	81.9	1.70	48.8	000.**	15
The dean's competence qualifies him to make wise decisions at work.		80.8	1.46	56.7	000.**	16
The senior management values scientific research efforts at the university.	8.17			45.7	000.**	12
Total	8.29	81.7	1.84	48.6	000.**	5
	8.25	82.9	1.75		000.**	
		82.5				

Table (3) shows that paragraph (1), which dealt with "you can meet the dean without hesitation or reservation at some point at any time you want in the first place with a relative weight (87.0), the mean (8.70) and in the second place came paragraph (2) which dealt with "the dean takes into account the time and place in communicating his directions to you "Relative weight (85.6), average account (8.56), followed by paragraph 7, which noted that "the Dean gives many opportunities for faculty members to overcome errors" with a relative weight (84.1) and average account (8.41), indicating There is a great deal of approval by the sample members for these paragraphs, and in general there is a convergence in the response of the sample members to all paragraphs except paragraph 11, which dealt with "the Dean contributes to the strengthening of the hard-working faculty member in his work among his colleagues, where the latter resulted in a relative weight .(%80.1).In general, the level of impact of graceful leadership dimensions (humility, wisdom, patience, objectivity, calmness, confidence) shows that there is a availability in the dimensions of highly graceful leadership at Yarmouk University, where the mean of the scale was 8.25 and the

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relative weight is 82.5%, and this result is consistent with Hajeera study (2019), Ismail (2019), Shabat study (2020). The researcher attributes the high level of availability of graceful leadership dimensions at Yarmouk University to the high faculty members with great experience, especially faculty members in the leadership places within the university, in addition to the nature of the respectful working environment between deans and faculty, and this is evidenced by the positively high means of deans practices within the university from the faculty members point of view, by creating a comfortable environment for them and open channels among all faculty members at the university.

Question 2: What is the level of practice in applying IT requirements at Yarmouk University from the faculty members point of view?

To learn about the responses of faculty members at Yarmouk University to the measure of achieving IT requirements, the mean and the relative weight of each of the paragraphs in the field were calculated, and the results of the question are explained in the following table:

Table (4): Shows the repetitions, percentages and relative weight of the second domain: measuring the level of practice of applying IT requirements (n=200).

No.	paragraph	mean	relative weight	standard deviation	T value	Indication level	order
1	Available databases are sufficient to meet the requirements of all university departments.	8.12	81.2	1.73	84.09	000.**	6
2	The information system is highly capable of processing data and turning it into useful information.	7.96	79.6	1.73	47.11	000.**	7
	The information system has a database for storing data and information.	6.85	68.5	2.46	28.6	000.**	10
3	The system is able to transmit information accurately and clearly.	7.87	87.8	1.98	44.7	000.**	8
4	Other means are used to send data and information.	8.22	82.2	1.87	47.4	000.**	5
5	Devices at the university are updated periodically at the university.	8.28	82.8	2.04	41.7	000.**	4
6	The university provides the use of modern technology to improve its performance.	8.51	85.1	1.37	63.7	000.**	3
7	The software helps the university at the speed required to get the work done.	8.84	88.4	2.26	66.0	000.**	1
8	Information security is used at the university to maintain its data.	7.73	77.3	1.50	35.1	000.**	9
9	The university has a website to facilitate its transactions.	8.52	85.2	1.29	52.2	000.**	2
10	Total	8.09	8.09		64.3		

**Statistical function at 0.1 - *Statistical function at 0.05 \\ statistically non-function.

except paragraph 3, which dealt with "the information system has a database for storing data and information. Which came last with a relative weight (68.5) and a mean (6.85). The researcher attributes this high level of achieving IT requirements at Yarmouk University from the faculty members' point of view to the nature of their work in the lecture system and the use of technology and computers.

Question 3: Is there a relationship between the role of graceful leadership and the achievement of IT requirements at Yarmouk University from the faculty members' point of view? To answer the question, a hypothesis was formulated to verify its sincerity or lack therein, and to test the hypothesis, the researcher used pearson's coefficient to determine the relationship between variables. Table (5): Shows the value of the link coefficient (r) and answers the third question about the relationship between variables:

table (4) shows: The level of application of IT requirements at Yarmouk University from the faculty members point of view, where data showed that the level of application of IT requirements, is high as the mean of Measure 8.09 and relative weight 8.09% paragraph (8) which stipulated "university software helps with the speed required to complete the work" came in first place with a relative weight (88.4%), mean (8.84), and paragraph No. (10) came the second place Which dealt with "the university owns a website to facilitate its transactions."

With a relative weight (85.2) and mean (8.52), followed by paragraph 7, which noted: "The University provides the use of modern technology to improve its performance", with a relative weight (85.1%), and a mean (85.1%). This indicates that there is significant approval by the sample members for these paragraphs, and in general there is a convergence in the response of sample members to all paragraphs

Correlation coefficient value	indication level
0.854	0.000

Table (5) shows that the value of the correlation factor is high at 0.854, represents the strong expulsion relationship between graceful leadership and IT requirements, and since the value of the semantic level is 0.000 and is less than 5% so there is a relationship Between graceful leadership and it requirements, this finding is consistent with Juma'a study (2017), Bogazi study (2020) and Graz study (2018), the Toyhari study 2015.

Question 4: Are there differences in faculty members' opinions about the impact of graceful leadership in achieving IT requirements at Yarmouk University from the faculty members' point of view due to variables (sex, job title, years of service)?

To identify differences, an F test was used to analyze the mono variety to see the differences between the sample members, and the results of the question are explained in the following table:

Table (6): Shows the value of the (F) Test and the answer to the fourth question about differences attributable to demographic variables:

variable	test function value	level indication	level
Type	2.19	0.78	No differences

| service years | 1.677 | 0.032* | There are differences |
| job | 0.828 | 0.753 | No differences |

requirements At Yarmouk University, the researcher attributes this: dealing with various job names is unified, and for the appreciation of the university leadership for the tasks, duties and rights of each of these names within the university, and is consistent with the result of Juma'a study.(2017)

Results: Through data analysis, a set of results have been reached:

1. Graceful leadership dimensions (humility, wisdom, patience, objectivity, calmness, confidence) are high among the university leadership at Yarmouk University, with a relative weight of 82.5% and an average account of 8.25.

2. All the researchers' responses about leadership practices at Yarmouk University in Jordan related to the dimensions of graceful leadership, which ranged from the mean between (8.70-8.01) where it came in first place "you can meet the dean without hesitation or reservation at any time" with a relative weight of 87% and a mean of 8.70, followed by "the Dean takes into account the time and place in communicating his directions to you, "With a relative weight of 85.6% and a mean of 8.56.

3. The leadership at Yarmouk University in Jordan is practicing high-quality stimulation systems with a relative weight of 80.9%, and a mean of 8.09.

4. Most of the researches' responses to IT requirements practices have converged, ranking first "assisting the software at the speed required to get the job done" with a relative weight of 88.4% and a mean of 8.84%, followed by "The University has a website to facilitate its transactions" with a relative weight of 85.2% and a mean of 8.52%.

5. There is a relationship between the impact of graceful leadership and achieving IT

The previous table shows: For the type variable: The results showed that the level of indication 0.078, which is higher than the supposed indication level of 0.05, therefore there are no statistically significant differences between the opinions of the researchers on the role of graceful leadership in achieving IT requirements, The researcher attributes that equality in dealing with the sexes, the lack of different administrative procedures and social relations among faculty members, and that leadership takes into account gender differences in dealing with faculty members, and the result is consistent with the Tuwayhari study (2005).

- For the years of service variable: The results showed that the level of indication 0.032, which is smaller than the supposed indication level of 0.05, accordingly, there are statistically significant differences between the opinions of the researchers on the impact of graceful leadership in achieving IT requirements at Yarmouk University due to the change in years of service and after the use of the LSD test showed that the differences were in favor of the category of ten years and more, the researcher attributes this to the fact that the degree of affiliation of the university, which increases with the years of service and gives the opportunity for staff members to learn more the nature of the deans and the nature of the university's administrative and academic work, this finding is consistent with Bogazi study (2020) and Graz study.(2018)

-For the functional title variable: The results showed that the semantic level is 0.753, which is higher than the supposed indication level of 0.05, and therefore there are no statistically significant differences between the opinions of the researchers on the role of graceful leadership in achieving IT

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in first place "you can meet the dean without hesitation or reservation at any time" with a relative weight of 87% and a mean of 8.70 followed by "the Dean takes into account the time and place in communicating his directions to you. "With a relative weight of 85.6% and a mean of 8.56.

3. The university leadership at Yarmouk University in Jordan is practicing high-quality stimulation systems with a relative weight of 80.9%, and a mean of 8.09.

4. Most of the researches' responses to IT requirements practices have converged, ranking first "university software helps with the speed required to get the job done" with a relative weight of 88.4% and a mean of 8.84%, followed by "The University has a website to facilitate its transactions... "

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requirements due to the change in years of service for 10 years and more.

6. There are no statistically significant differences at 0.05 indication level between the opinions of the researchers on the impact of graceful leadership and achieving IT requirements attributable to the functional title variable.

Recommendations: The study reached a set of recommendations as follows:

1. The university leadership should give greater freedom to faculty members and communicate with the administration and the need to involve them in the decision-making process within the university.

2. Increase technological means and develop an incentive system to meet the necessary needs, which helps them increase loyalty to the university.

3. Motivating faculty members for their role in creating trust and reassurance and reducing fear of the career future to make them more motivated at work.

4. Developing the use of advanced technology and advanced computers to enhance faculty's association with the university.

6. The university needs to maintain its IT infrastructure, and to keep it up to date with modern and accelerated developments.

Results: Through data analysis, a set of results have been reached:

Graceful leadership dimensions (humility, wisdom, patience, objectivity, calmness, confidence) are high among the university leadership at Yarmouk University, with a relative weight of 82.5% and an average account of 8.25.

All the responses of the researchers about leadership practices at Yarmouk University in Jordan related to the dimensions of graceful leadership, which ranged from the average calculation between (8.70-8.01) where it came

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