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Workplace vitality and its role in activating human resource skills within the framework of the motivational model for job fit: A survey study of employees at the oil products distribution Company/Salah al-Din Branch

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Abstract
The research can identify the role of vitality in the workplace in activating the human resource skill represented by its three dimensions within the dimensions (positive interest, mutuality, positive work attitudes, positive feelings of well-being and energy) in activating the human resource skill combined in its three dimensions (cognitive skill, professional skills, technical skill) in the Products Distribution Company / Salah al-Din branch within the Salah al-Din Governorate area, where among the series of objectives of the hypothetical plan to study the research, which includes the research variables and its hypotheses, which were developed within an integrated research approach that includes dimensions and variables within the exploratory approach, hypotheses for the research were formulated, and methods were chosen. Research tests (SPSS26). In general, the Amidan community was selected, and the sample size was (96) individuals, including managers, directors of departments, divisions, units, and administrative employees. The research outcomes yielded several results, the most important of which is the presence of a strong significant correlation between vitality in the workplace and the skill of the human resource within the motivational model of job suitability in terms of its dimensions through the use of sources, research and books. The researcher strongly recommended the need to pay attention to improving the interest in positive motivation for workers within the field area, as well as enhancing cooperation in order to activate the skills of the human resource and thus advance the company's reality to improve its performance within the appropriate motivation areas for job work.

Keywords: Vitality in the workplace, human resource skill, motivational model, petroleum products distribution license

Introduction
Given that workplace vitality enables organizational growth and is an effective strategic tool for survival, growth, and maintenance, it is considered a sustainability tool that helps stimulate and maintain the organization's ongoing operations for as long as possible. Therefore, physical health sciences recommend focusing on workplace vitality, as it is influenced by lifestyles. Therefore, promoting a healthy and physical lifestyle may be an incentive to maintain a vibrant workforce. Therefore, the organization must utilize this vitality to stimulate the effectiveness and skills of its human resources, whether at the cognitive, professional, or technical levels. This can enhance the motivational aspect of job work in the field under study, thereby promoting productivity, creativity, and innovative behavior within the organizational context. This constitutes a positive factor toward achieving meritorious employee performance.

Chapter One: The Methodological Framework of the Research
First: The Research Problem
In order to develop the most important corrections to address the most significant consequences that the organization must address, especially since the targeted field is an important and vital aspect that requires the organization to develop a strategy to address its consequences. In order to achieve workplace vitality and address the consequences and importance of business, organizations must continuously and diligently monitor and address

all changes occurring within the organization. Consequently, it is possible to activate human resource skills through a motivational model within the appropriate framework for functional work, which requires organizations to confront all challenges that complicate their work. On the other hand, employees must actively contribute to shaping and developing the appropriate skills to activate the role of human resources, enabling them to demonstrate their skills in operational matters. This is gradually recognized as a source of advantage, superiority, organizational flexibility, and continuous work, whether at the level of human, cognitive, or technical skills. By presenting the research problem and following up on its progress within the framework of a hypothetical research plan, it can be adopted and demonstrated. A set of questions can be raised and addressed, contributing to its resolution through the following*:*

1. To what extent is workplace vitality, represented by its four dimensions, activated and present in the research area?
2. To what extent are the dimensions of human resource skill present in the research area?
3. Do you confirm the existence of a strong and significant correlation between workplace vitality and human resource skill in the research area? Is there a correlation between human resource strategies and organizational agility in the research area?
4. Is there an impact of human resource skill on workplace vitality combined with the motivational model for job fit in the research area?

Second: The Importance of the Research

Merely delving into the research title, citing the rarity of the topic, and the possibility of delving into it, is the essence of the research in the scarcity of Arabic studies, books, and sources that have addressed such a topic in terms of title, concepts, and field. The importance of this research can be highlighted as follows:

1. This research reflects the full potential of vitality in the workplace and extends the importance of activating human resource skills in the researched field*.*
2. It can draw a picture of the mechanism for understanding human resource skills as a basis for practical vitality in the workplace within the researched field*.*
3. This research is the result of prestigious scholarship that urges organizations to pay attention to the motivational aspect of promoting functional work*.*
4. Establishing a philosophy for promoting the reality of vitality in the workplace, represented by its dimensions and activating human resource skills*.*

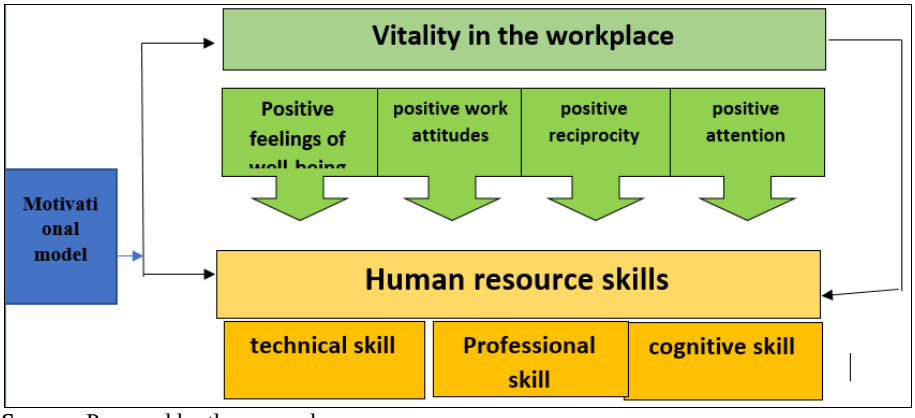
Third: Research Objectives

By examining and indexing the research issue, identifying the significance of the main goal, as well as the sub-objectives, and examining the core of the problem by activating the role of workplace vitality in stimulating human resource skills in the field under study. The primary objective of the research is to demonstrate the role of workplace vitality in stimulating human resource skills through a motivational model for workplace job fit*.*

Fourth: The Hypothetical Research Model

In order to delve into the methodological approach to the problem upon which the research was based, to design the theoretical and philosophical framework, and to explain the causal and research relationship, the model consisted of:

1. **The independent variable:** whose outputs consisted of workplace vitality, namely: (positive interest, positive reciprocity, positive work attitudes, positive feelings of well-being and energy)*.*
2. **The dependent variable:** whose outputs were distinguished, including dimensions (cognitive skill, professional skill, technical skill)*.*
3. **The mediating variable:** which represents the link between the independent variable and the.



Source: Prepared by the researcher

Fig 1: Research plan

Fifth: Research hypotheses

The researcher relied on four main hypotheses to answer the questions in the research problem, as follows*:*

1. **Hypothesis:** Are the dimensions of vitality present in the workplace in the researched field?
2. **Hypothesis:** Are the dimensions of human resource skill present in the researched field?
3. **Hypothesis:** Is there a correlation between vitality in the workplace and human resource skill in the researched field?
4. **Hypothesis:** Is there an influence of vitality in the workplace and human resource skill within the framework of the motivational model for job fit?

Chapter Two: The Theoretical Framework of the Research

Axis One: The Conceptual Framework of Vitality in the Workplace

First: Questioning the Most Important Concepts of Vitality in the Workplace:

Vitality in the workplace refers to the most important fundamental experiences possessed and enjoyed by employees, which has received increasing attention in the early stages, especially in a dynamic field of work, where employees possess positive energy and feel mentally, physically, and intellectually strong in their work and perform their most important tasks, despite the pressures they face during their work.

A vital person is energetic and full of vitality as an indicator of personal health and psychological well-being. Given that vitality is a common factor in determining effective human performance, organizations seek ways to increase vitality and thus enhance the productivity, innovation, and creative behavior of employees, especially in the field under study (Nyirenda MJ.,2016) [1].

The philosophy behind the term vitality refers to many spiritual, meditative, or physical practices, such as meditation and herbal remedies. All of these practices are conceptualized as gaining vitality, the energy associated with health, and can be utilized.

It also refers to the group that has available data about group membership and activities. While subjective vitality represents the social status of the group, it has several synonyms, including sensation, feeling, experience, state, as well as attitude and phenomenon.

Vitality in the workplace can be described and defined within the organizational framework as the highest levels of movement, flexibility, and intellectual and mental energy during work. It consists of a set of physical and mental variables common to the individual, including strong feelings of psychological well-being and communication activation. This also contributes to motivation, thereby contributing to organizational health and performance).

Second: Dimensions of Vitality in the Workplace

Among the characteristics and attributes of vitality in the workplace is that it is a subjective state and a renewal of energy and enthusiasm, where individuals view themselves as fully functioning physically and psychologically, in terms of their ability to work within a positive, highly empowering environment. Among the most important dimensions identified by researchers are (Jones, Britton K.2000) [7].

1. **Positive feelings of well-being and energy:** These feelings of well-being and energy can be observed through two factors: a strong sense of job attachment and perceived individual health and active energy among employees.
2. **Positive Attention:** Among the most important relationships among employees is promoting deep connection with coworkers, developing greater self-esteem, and experiencing feelings of vitality. When individuals feel unwanted, they feel unwelcome. Those who are loved by others feel they are worthless in that society and need to develop themselves, which in turn generates positive attention, affection, and acceptance [8].
3. **Reciprocity:** Vitality facilitates reciprocity and change, and for successful management and the ability to cope with a changing environment. The word "vitality" generally refers to a healthy presence within an organization. The financial and creative growth of an organization can be considered determinants of organizational vitality. All abilities, experiences, and reciprocal relationships can be linked to individuals' feelings of vitality in the workplace (Dailey, B. F., Bishop, J. W, and Govindarajulu, N. 2009 [14].
4. **Positive work attitudes:** These are represented by organizational commitment, commitment, and individual dedication, which are essential for organizational health. Individual commitment and dedication are essential for organizational health and performance.

Second axis: The conceptual framework of human resource skills

First: The concept of human resource skills: Human resource professionals require various ability to perform their tasks effectively. The twelve most crucial HR skills and abilities required for those positions were determined by analysing dozens of HR specialist job opportunities. The most frequently mentioned skills in HR job opportunities were (Mishra, P. 2017) [13].

1. Technical skills: In HR management, communication is crucial., as the HR professional is the link between the business and the employee. On one hand, you are an advocate for employees, and on the other, you represent the employer. This requires strong communication skills. You will communicate with various stakeholders, at different levels of authority and influence. The way you communicate with the CEO and with junior employees will differ greatly. Still, a competent HR manager must be able to communicate effectively with all kinds of people in order to make a good and professional impression. Along with this function, you also serve as an information source for staff members. They will come to you with enquiries on taking a day off or any other work-related issue. Most generalist positions require the capacity to effectively address their enquiries and grievances. It is crucial to be able to communicate both professionally and informally, as well as in a variety of formats, including written, electronic, and spoken. familiarity with the HRIS (Human Resource Information System). The digital equivalent of HR management's soft side is called HRIS. The majority of data pertaining to recruiting, performance reviews, payroll, benefits, and compensation is stored in one or more human resource information systems (HRISs). Instruction on how to use an HRIS and comprehend and analyse its data must be a part of any HR skills training. Standard vendors like Oracle and SAP (with SuccessFactors) are usually used by large organisations. Small companies collaborate with smaller suppliers. One of the most important technological skills that HR professionals need nowadays is familiarity with human resource information systems (HRIS), which is a requirement for the majority of senior HR roles. Without firsthand experience, these systems are challenging to comprehend. But, they are comparatively easy to use and intuitive with (Marquardt, Michael; J2002) [6].
2. **Professional Skill:** The HR function still heavily involves administrative duties. These responsibilities cover things like payroll, employee inflow and outflow, absence records, leave, and absences, among other

things. Administrative responsibilities have not vanished (yet) in spite of the growth of digital HR and the greater automation of HR tasks. Many job ads highlight them as an essential component of the position. Accurate data entry is facilitated by having administrative expertise (Halle MB, Ashontantan,2016) [4].

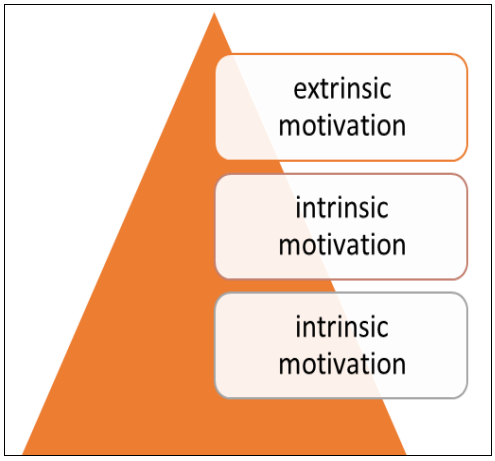
3. **Cognitive Skills:** Unsurprisingly, knowledge and experience in human resource HR essentials include management as well. It is very advantageous to have prior work experience or a degree in industrial and organisational psychology or human resource management. Knowledge of human resource management helps with most of the other skills and competencies mentioned in this article. It helps understand recruitment and selection procedures, absence, data reporting, and other employee processes. Analytical skills are among the most important HR skills. Knowledge-related skills have emerged rapidly in the past five years. Most HR professionals are now required to be knowledge-driven. HR manager competencies should include the ability to understand and understand the intellectual capital that underpins knowledge and build it for key HR metrics. This includes metrics such as recruitment, engagement, retention, and employee value.

HR managers' competencies, should include the ability to understand and understand the intellectual capital that underpins knowledge and build upon it for important HR indicators. Metrics including hiring, engagement, retention, employee value, and performance are included in this. Being familiar with Excel will be highly beneficial (Omoliki, 2013) [3].

The third axis: The motivational model of person-job fit

A framework for the reciprocal adaptation of people and organisational contexts is known as person-environment fit. According to this hypothesis, employers and job searchers assess each other's attractiveness according to how important the requirements are. Numerous positive outcomes, including dedication, job satisfaction, and a decrease in stress at work, are linked to person-environment fit. The model's more difficult component relates to how much people believe they can do different occupations to satisfy their wants.

- Based on their specific preferences for intrinsic motivations-namely, enjoyment and social motivations—the person chooses an ideal point in the model.
- According to social motives and intrinsic self-ability, the motivational model offers a selection of jobs (Jones, Britton K. 2000) [7].
- A common distance measurement formula is used to determine the spatial distance between the first and second points, which is the individual's ideal point (Jabbour, S. J. ,2012) [12].
- Prospect theory (job opportunities) is the basis for alternative selection in risk-free option applications. It is assessed using a value function that combines three features: reference dependence, loss of extreme aversion, and decreasing sensitivity, as shown in the following scheme: -



Source: Researcher based on the above

Section Three: The Field Framework of the Research

Axis One: Testing and Analyzing Research Hypotheses

First: Testing the Correlation Hypothesis: The primary correlation hypothesis aims to: (There is a significant positive correlation between workplace vitality, as measured by its dimensions, and human behavioral skills within the framework of the motivational model at the Oil Products Distribution Company). The Spearman Correlation Coefficient test was employed to measure this hypothesis, and the outcomes are displayed below:

Table 1: Spearman test between workplace vitality and its dimenlsions, human resource skills within the motivational mode

positive attention	Interchangeability	positive work attitudes	Positive feelings of well-being and energy	Dimensions of vitality in the workplace	Correlation and significance	dependent variable
0.872 **	0.823 **	0.817 **	0.462 **	0.877 **	Spearman correlation ®	dimensions, and human resource skill within the framework of the motivational model.
0.000	0.000	0.000	0.000	0.000	Sig (2-tailed)	
96	96	96	96	96	N	

Source: Created by the researcher using the SPSS program's outputs. A substantial correlation between the two variables at the (0.01) level is shown by the symbol (**). At the (0.05) level, a significant correlation between the two variables is indicated by a (*).

The findings in Table (1) indicate that there is a strong relationship between workplace vitality and, represented by its four dimensions, and human resource skill within the framework of the motivational model. The correlation rate was (0.877) at a significant level of (0.01), a very strong positive value indicating a strongly positive, direct relationship between the two variables. This proved the necessity of accepting the hypothesis stating: There is a significant correlation between workplace vitality, as measured by its dimensions, and human resource skill within the framework of the motivational model for environmental suitability in the researched field.

Second: Analysis of the hypothesis of influence between the two.

variables: This indicates that (there is a significant effect of workplace vitality combined with its dimensions on human. resource skill, as measured by its dimensions in the researched field). The impact of the independent variable was investigated using a straightforward linear regression test. (workplace vitality) on the dependent variable (human resource skill within the framework of the motivational model). The results were as follows:

Table 2: Testing the impact of workplace vitality on human resource skills within the motivational model

Sig *. Significance level	T The calculated	B		Df degree of freedom		F The calculated	Sig *. Significance level	Model Summery	
								R	R^2
0.000	7.308	0.442	Vitality in the workplace	1	Regression	55.282	.000[a]	0.558	0.351
				76	rest				
				77	total				

Source: Prepared by the researcher based on the outputs of the SPSS program.

The results of Table (2) show that the value of (F) reached (55.282) at a statistical significance level of (0.00) less than the level of significance (0.05), and these results confirm the significance of the effect, meaning that there is a significant effect of the vitality in the workplace on The human resource's proficiency in the context of the motivational model, As the coefficient of determination (R2) value reached 0.351%, it indicates the explanatory power that accounts for 35.1% of the variance caused by the human resource's skill in the field being studied as a result of changes brought about by workplace vitality, with the remaining 25.1% coming from other factors not included in the research model., and the regression coefficient (B) value reached (0.422). The value of (t), which reached (7.308) at a significance level below (0.05), supports this result. This indicates that a one-unit increase in workplace vitality will result in an improvement in the human resource's skill in the field being studied. The second hypothesis, which states that there is a significant relationship between workplace vitality and the activation of human resource skills within the framework of the motivational model, as measured by its dimensions, is thus positively confirmed by these results. The Petroleum Products Distribution Company/Salah al-Din Branch.

Section Four: Research Conclusion (Conclusions and Recommendations)

Axis One: Conclusion

1. It was found that workplace vitality is an important phenomenon and the subject of interest to many researchers, particularly in the field of positive psychology, as it represents an indicator of personal health and psychological well-being and confers significant human value on individuals working in the field under study.
2. The organization under study should find new ways to increase workplace vitality, given its role in enhancing productivity, creativity, and innovative behavior within the organizational context. These factors may positively impact employee job performance and, consequently, are important in activating human resource skills.
3. The three human resource skills are very important in stimulating job suitability.
4. According to the study's findings, workplace vitality and its components for enhancing human resource abilities within the context of the motivational model for job fit significantly positively correlate.
5. The research results showed that the dimensions of workplace vitality have an impact, as reflected in their dimensions, on activating human resource skills within the motivational model.

Second Axis: Recommendations

1. The first recommendation is to focus on providing a foundation for workplace vitality by focusing on human resource skills, in order to advance the company and sustain innovation and motivational behavior.
2. Developing the effectiveness of vitality is very important for achieving human resource skills within the organization.
3. Focus on developing workplace vitality to activate human resource skills to motivate job fit.
4. Focus on providing guidance in activating human resource skills in workplace vitality.
5. Motivate employees to develop workplace vitality in a way that works to provide the necessary means to govern the work environment.
6. Organizational leadership should pay attention to the vitality of workplace care, to an integrated and interconnected approach to each other, and to provide a work environment that encourages positive feelings among employees and their personal well-being in various work situations.

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