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Brilliance in the workplace in activating post-modern human resources management within multiple intelligence models/an analytical study in the college of management and economics as a model

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Abstract
The current research aims to activate the role of post-modern human resources management, represented by its three dimensions, in the search for brilliance in the workplace within the theory of multiple intelligence at the College of Administration and Economics after the sabotage occurred after the events of 2014. The researcher assumed a plan and developed hypotheses in order to search for... The most important goals that must be achieved to reach the world of professional brilliance at work. A package of statistics was used to achieve accuracy in describing and testing the established hypotheses. A goal was set for developing the hypothetical plan, which was placed within the scientific and exploratory method. As for the study population, it consists of workers in the College of Administration and Economics distributed among equally at three administrative levels, the sample size was (89) workers from department heads. The researcher was able to collect the results and recommendations, unit heads, and administrative employees. The study reached several results, the most important of which is the existence of a significant and significant correlation between brilliance in the workplace, represented by its three dimensions, and post-modern human resources management within the theory of multiple intelligence, as its dimensions are in the study sample population. It was recommended that attention be given to post-modern human resources management in order for work to become more brilliant within the college and its new department units by making structural changes, strengthening cooperative processes, and using appropriate resources in order to move forward, survive, and continue, and develop methods of human resources management.

Keywords: Brilliance in the workplace, post-modern human resources management, multiple intelligence theory, College of Administration and Economics

Introduction
Organizations in the contemporary time want the human resource in the organizations to contain a high percentage of functional brilliance in its work, which aims to reach a high degree of brilliance in the workplace, which increases the integration of the heart, soul, and body, which he may expend in investing his energy, knowledge, and skill to be a brilliant worker. It is like a rough diamond coin, and this is what our research has achieved. It is the key to achieving brilliance in professional work. In other words, creating the appropriate atmosphere and conditions for work and for change and expression through a modern tool for post-modern human resources. It has been described as raising the human being to a place of enlightenment while seeking to encourage what Postmodernism refers to knowledge, research, and reliance on administrative theories, which are decisive from the postmodern point of view, as individuals can participate in addressing social problems based on organization. Postmodernism considers the human resource a radical approach and forms a link between the pattern of separate and specialized branches. Therefore, the research problem can it is formulated through the following questions:
a. Does the researched organization have a clear idea of adopting brilliance in the workplace and achieving modernity in human resource management through multiple intelligence theory?
B. What is the nature of the relationship tool between the relationship and the quality of the

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relationship between each of them, brilliance in the workplace, and post-modern human resources management interaction management through the theory of multiple intelligence in the researched organization?

1. The importance of research
The pursuit of excellence has become a basic condition for organizations in order to achieve excellence and competition in the work environment as a result of work, change, increasing turmoil, and huge leaps in the field of services and technology, which have become a matter of ensuring a high level of distinction and brilliance. The importance is highlighted-

- Brilliant employees show outstanding individual results, feel a good need, and some of them possess positive emotions and high performance for the benefit of the public.
- This approach reduces business costs, thus saving a lot of time and effort through outsourcing business.
- The organization in modernity is based on the determinism of technology, while the post-modern organization is based on technical choices that are made possible through non-customized micro-electronic equipment, such as subcontracting and networking. Post-modern organization can be reviewed, for example, by relying on data from Japanese organizations. Contemporary.
- It is based on multiple intelligence, in which every individual deserves the opportunity to learn about, develop, and grow his intelligence.

- It is of fundamental importance to reduce the operational risk of the organization if the organization enables the human resources department to participate partially in the operational risks, through which the risks of business operations can be reduced.

2. Research objectives
The research elements aimed to include the human element, which is one of the most important manifestations of humanity and the urgent need to deal with information, which determines the success of the organizational entity and the relations between employees through brilliance in the workplace and through the following.

First: Through the researched sample, it is possible to identify the role of brilliance in the workplace in enhancing human resources management through multiple intelligence.

Second: It is possible, through the results of the analysis, to present future proposals through the form of the hypothetical plan that the researcher arrived at.

5. Default search scheme
Through the correlation and influence between brilliance in the workplace as an independent variable and post-modern human resources as a dependent dimension, through which the dimensions of the problem can be determined in order to develop appropriate solutions.
Through drawing a hypothesis diagram, you derive a set of hypotheses for the task that the research has adopted.
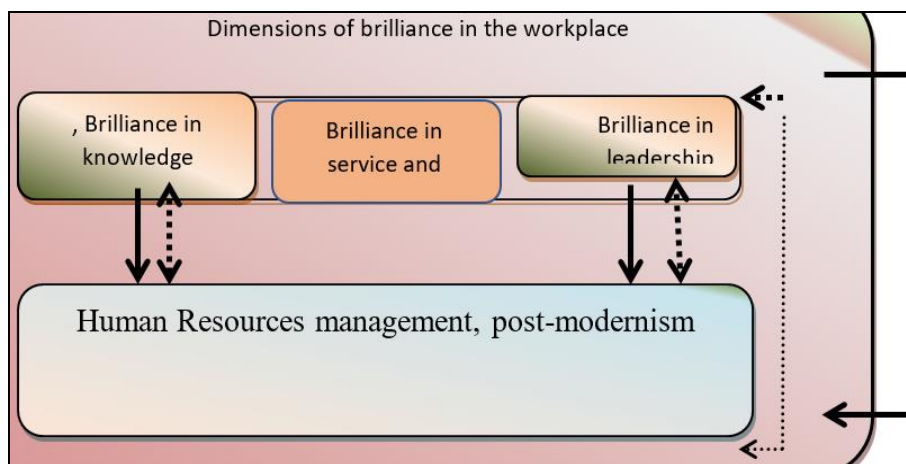
Fig 1: Hypothetical research chart

As follows
The first hypothesis: There is a strong correlation between brilliance in the workplace and post-modern human resources management within the framework of multiple intelligence theory in the sample studied.

The second hypothesis: There is a strong correlation between brilliance in the workplace and post-modern human resources management within the theory of multiple intelligence among the research community.

Second requirement
Theoretical framework for the research

First: Introduction
Postmodern HR management is considered to be

implemented by executives. Modernism has been described as an attempt to elevate human beings to the place of enlightenment, while postmodernism seeks to destroy the attributes of enlightenment. All the facts and issues are scientifically defined and applied, which postmodern management has shown. In light of the social, economic and technological changes, which led to how we produce and export, through the post-modern concept of human resources, it was noted that the current modern organizational structures cannot deal with what are called environmental challenges, for example the emergence of new technologies, for example globalization, the responsibility of partners, and product specialization. This is by enabling the organization to achieve optimal resources for, as well as enhancing the organization's core competitiveness and reducing risks.

Therefore, the key to success for organizations is brilliance in the workplace. This is why organizations call for the transformation of the personal self and every person who considers himself as an organization through what it provides. To transform into one's personal self and to work well and live life satisfactorily as it is content with the individual's own life and the realization of one's potential.

Second: The concept of brilliance in the workplace
Brilliance refers to personal well-being from an affective perspective (i.e. positive and negative affect) and a cognitive perspective (i.e. life satisfaction and work satisfaction). It means feeling good about working well and living life in a work-related way. If they are working well, they tend to experience feelings of Negativity in life, and this is the interference between psychological and emotional well-being, feeling good, and working well leads to an increase in the brilliance of individuals. This means that brilliance has many and multiple minerals, including joy and pleasure, brilliance and clarity, such as gold and diamonds, and it means the ability to succeed and then continuity in success. Thus, achieving high degrees of discrimination in work within the organization, and therefore brilliance in the workplace means achieving a high level of quality for employees to perform at work and accomplish it, instead of a gesture or redefining their career path based on personal values instead of defining corporate or social success, and thus increasing intelligence. The emotional one [10].

Second: Dimensions of brilliance in the workplace
Brilliance in the workplace is one of the basic goals that employees seek to achieve high performance, and it consists of a set of dimensions, which are as follows [9]:

Brilliance in leadership: Management is based on the pillar of leadership, especially modern management based on keeping pace with changes and developments in an era called the era of knowledge, especially leaders who have a high sense of identifying shortcomings and problems. In all cases, they have an opportunity to increase competitive advantage and thus achieve brilliance and achievement. The pinnacle of performance and quality [10].

Brilliance in service and innovation
Under brilliance management, customers achieve the highest competition by providing services by providing a plan to correct errors and defects by moving on continuous improvement and developing unique characteristics towards continuous improvement, which gives the organization that it will be transferred to customers, and in return, customers cannot transfer to other organizations. To obtain alternative goods and services due to the unique qualities of the products offered [11].

Brilliance in knowledge: There are intangible qualities that are difficult to measure from other intangible resources in the organization that are used and that can be used for a long time and that are embodied in people who have a wide influence on the organization and use them for a long time [9].

The second requirement: Post-modern human resources management
First: The concept of post-modern human resources management

It is recognized that human resources management is constantly changing, and must be formulated to suit the evolving circumstances and requirements of organizations, and here we need both human resources to reinvent their roles in order to reassemble existing knowledge and skills while learning new ideas and techniques [8].

Post-modern human resources management can be defined as creating the basis for using new and more advanced qualitative methods for all data, which can be completed with applications to ensure the added knowledge to understand an integrated framework for management and organization. Interest in it has emerged for several reasons behind the possibility of interest in developing human resources after modernity, which are explained [7].

- Reducing business costs.
- It helps companies develop their core business.
- Professional services can be obtained by outsourcing non-core work to professional institutions that have good, efficient and high-quality services.
- It increases employee satisfaction and helps companies retain employees.

Dimensions of post-modern human resources management
The following table reviews the dimensions of human resources management that can be the basis for solving the research dilemma and its hypotheses, which can be reviewed as follows [5].

Dimension description
Awareness of the diversity of employees is intended to provide comprehensive and integrated education for individuals and to enhance the bonds of communication and understanding. Individuals must be trained on their needs and the values of the workforce and young people, as well as providing understanding to individuals that highlights the leadership style, values, and needs of different individuals, with the aim of developing synergy and overcoming obstacles [4].

Employee selection: Here in this dimension, organizational values are discussed with new employees in the early stage of interviews to determine whether the values are in line with organizational values, which will lead to realistic job inspection reducing inaccurate perceptions and thus reducing misleading expectations that promote optimal employee retention [2].

Developing employees is the directional engagement of employees, as research indicates that younger workers need more feedback, as well as benefiting from the skills of employees in the field of technology through reverse mentoring or training young employees in order to train older employees who have taught them information technology. This will provide ways to exercise leadership. And enhancing job skills, status and vision, and thus redesigning development programs to meet the needs of younger generations. It requires commitment to university training with a focus on entrepreneurship. Many distance learning programs are used on the Internet network to enhance asynchronous learning opportunities for workers to obtain summer lesson training as well as team-based programs. And teamwork

Source: Prepared by the researcher based on the above sources

The third requirement/the theory of multiple intelligence
It indicates that intelligence is multiple, so intelligence is a specific intellectual ability that requires the presence of a set of problem-solving skills, which helps him acquire new knowledge. There are a set of principles on which the theory of multiple intelligences was based, which could be as follows, which is that intelligence is not one type, but rather multiple and different types. Every person is distinct and unique, and the types of intelligence differ in growth and development. Every type of intelligence is lively and dynamic, and the distinction, description, and definition of the types of intelligence are determined. Every individual deserves the opportunity to learn about his intelligence, develop it, and develop it, and also use it to contribute to the improvement and development of other intelligences [7].

Practical approach to research
Second: Examining the assumptions of the correlation relationship for the main research variable
This review can be specialized within a systematic statistical analysis of linking and analyzing the most important variables (brilliance in the workplace to activate post-modern human resources management within the theory of multiple intelligence) and tests can be developed according to the relationship between them, which are as follows

Table 1: Matrix of correlations for the main and sub-variables

Moral level	Brilliance in the workplace	The dimension	Series
.26	7.0	Brilliance in leadership	1
.000	35	Brilliance in service and innovation	2
.003	26-	Brilliance in knowledge	3
.000	72	Dimensions of post-modern human resources management	4

Source: Prepared by the researcher based on the results of the electronic calculator

The first main assumption: This is inferred from the existence of a strong connection and a significant relationship between workplace harmony and post-modern human resources management at the macro levels. Through the results of Table (3), it is clear that there is a positive polarized relationship and correlation of (0.72), while the level of significance was (.000), which is less than the level of significance specified by the researcher (0.05), so acceptance of this hypothesis is at the research level.

Third: The results and the influence relationships between the variables in the research: In this article, the results will be discussed, and the impact testing and analysis will be conducted between the variables in the research, according to what was given by the main influence hypothesis (there is an effect of removing brilliance in the workplace to activate post-modern human resources management at the macro level). For the hypothetical research scheme

Results and impact testing of the main hypothesis
Table (4) shows the results and the impact test for the dimensions of brilliance in the workplace to activate post-modern human resources management according to the results of determining simple regression assuming that there is a relationship between the dimensions of brilliance in the workplace (X) and post-modern human resources management (Y) and it can be expressed With the following equation

$Y = a + \beta X$

Where y = post-modern human resources management.
X = brilliance in the workplace.
B = slope of the equation (the amount of change in y that occurs as a result of a unit change in x).

a = statistical constant.

The above equation shows that post-modern human resources management is a function of the true value of the dimensions of brilliance in the workplace, and that the estimate for this equation and its statistical indicators was given at the level of the research sample of (220) individuals, and it was a simple regression equation for a relationship between two variables for the dimensions of the two variables.
Post-modern human resources management = (2.63) + (7.26) dimensions of brilliance in the workplace
Within this framework, an analysis of variance (ANOVH) was conducted for the two variables, and the results were as in Table 4.

Table 2: Analysis of Variance (ANOVA) for the relationship between the dimensions of brilliance in the workplace and post-modern human resources management.

Level of significance	Calculated F value	The average R^2	Adjusted mean square	Sum of squares	Degree of freedom	Source of variance
.000	118.18	.65	7.22	27.04	1	Regression
			.015	12.48	205	Error
				42.52	207	Total

Source: The researcher based on the calculator results. N=89

Table 3: Indicates the results examining the impact of the dimensions of brilliance in the workplace to activate post-modern human resources management

Degree of morale	T	Standardized coefficients		Non-standardized coefficients		Sample
		Beta		Standard Error	Beta Coefficient	
.000	13.05	6.25		.20	2.60	Constant
.000	12.60			.72	8.08	Dimensions of brilliance in the workplace

Source: Before the researcher prepared it by taking advantage of the calculator results: N=89

Conclusions and recommendations
First: conclusions
1. The first result shows that the college under investigation always strives to seize the best brilliant human resource in order to encourage teams to work collaboratively, and the college must improve the performance of employees by developing their skills to reduce risks.
2. The second and important result is that the college has employed the field of brilliance in the workplace in activating post-modern human resources management using the theory of multiple intelligence, which has strengthened its positive position represented by brilliance in creativity, innovation, and brilliance in knowledge, as well as brilliance in leadership, which is the core of administrative work for the success of organizations, which This was reflected in the exchange of information better than before.
3. The third result is that the process of raising awareness and choosing the best human resource is considered an investment step towards innovation and taking risks. For this reason, the researcher sought to invest in innovation and development in the researched college to keep pace with changes.
4. It became clear that the university, the research sample, uses the dimensions of brilliance in the workplace together in activating post-modern human resources management more than if these dimensions were used individually, and this confirms a logical conclusion that there is a connection and complementarity between these dimensions.

Second: Recommendations
1. The college under study should keep pace with changes and attract a human resource with high qualifications and certificates in order to keep pace with developments in research and studies completed in the colleges.
2. The faculty under study should benefit from the dimensions of brilliance in the workplace in order to understand all problems and solve them properly.
3. The ability to strengthen all relationships in the College of Administration and Economics in order to increase the moral and material incentives for the development of intellectual capital.
4. Giving the best opportunities to attract creative people to work in the educational sector, which can feed the various creative departments of organizational work.

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