

Dimensions of organizational culture and its role in building the personality of the organization, an analytical study in the Department of Research and Development at the Ministry of Higher Education and Scientific Research

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Abstract. Aim to search to me Identify on me level the culture regulatory Prevailing in Research and development department And get acquainted on me level employees in the department restriction search and evaluation level Services through their role in building the personality of the organization that distinguishes it from other organizations , Where the organizational culture was represented by its dimensions (participation in decision-making, teamwork, commitment and respect for time, encouragement of creativity and innovation), while the personality of the organization was represented by its dimensions (decision-making, information, incentives, organizational structure), where an intentional sample of the study population amounted to (33 It consisted of (people's officials, department managers, assistant general manager, and general manager) and the questionnaire was used as a tool to collect data. used Tools and styles Statistical represented b(the middle Arithmetic,deviation normative ,Relative importance ,Labs link) connect search to me Collection From Results via the program statistic(SSPS). Except that it lack to me style enrichment the work and expand it to form one Species incentives approved as well credit freedom staff enjoyment in to implement mission and assignments functional, and weakness in formation difference Same efficiency High in condition happening crises and adoption my take the decision on me intuition in Solution the problems, Neglecting the organization to provide environment Relevance comfortable help staff on me creativity in generation Thoughts New Around Methods and methods Achievement the work.

Keywords. Organizational culture, personality of the organization, analytical study, Ministry of Higher Education and scientific Research

First: - Introduction

the culture Regulatory is From Threads the mission in Many From Different studies And her And the role affirmative or passive on me Feeling staff and leaders satisfied And the Solidarity and cooperation Affective affiliation big And an actor in organizations Nor Seema that its characteristics characterized by continuity Relativity and affect in behavior and perform individuals As well as on me that it characterize by ability supporting for challenges The environment on me appearance responses behaviorism New able on me Investigation potency and efficiency in performance Business , which should on me leaders organizations and

managers that They understand Dimensions and elements, and success organization through its focus on me beliefs Value and concepts This helps her earn the organization reputation and personality distinguish it About Other From organizations as well contribute in Create the climate organizational appropriate who works on me to improve and development the performance in a form effective And therefore helps on me Investigation Objectives Organizational, including individual and group goals.

Second: - the research problem

The research problem is represented by two important dimensions the first theoretical reflects continuation controversy Cognitive Around Relationship between Organizational culture, organization personality, priorities and defining the gap between them, As for The dimension Second From the problem It is embodied in the reality of those variables through the intentional sample that was chosen at the level of analysis In the field, the research department faces many obstacles in light of the changing circumstances, especially in the decision-making process It needs research, analysis, selection and evaluation. This requires an organizational culture among the employees in a way that enables them to make the organization distinguished from others and be more flexible and responsive to different changes. This requires an answer to the following questions:

- 1- Does the organization have an organizational culture that helps it build the organization's personality and distinguish itself from others in performance and decision-making process?
- 2- What is the nature of the relationship between the dimensions of organizational culture and the personality of the organization?
- 3- Do you effect nature culture the organization Prevailing in the personality of the organization?
- 4- Is there a clear perception of the department under discussion about the personality of the organization and the extent of the impact of the dimensions of organizational culture on it?

Third: The importance of research

It is of great importance in terms of addressing two variables: the organizational culture and the personality of the organization, which helps the organizational culture in its dimensions to contribute effectively to strengthening the role of the organization in advancement through motivation by managers and allowing workers to participate in the decision-making process, commitment and teamwork, as well as creativity and innovation in generating ideas New help to achieve the goals of the organization, where that Requires From leaders academy and members In which to me necessity belittle From Accreditation on me curriculum traditional existing on me Experience And wrong in Confrontation challenges because the culture regulatory so effect in a form big in formation manners the individual and his beliefs as well effect in activities that practice it.

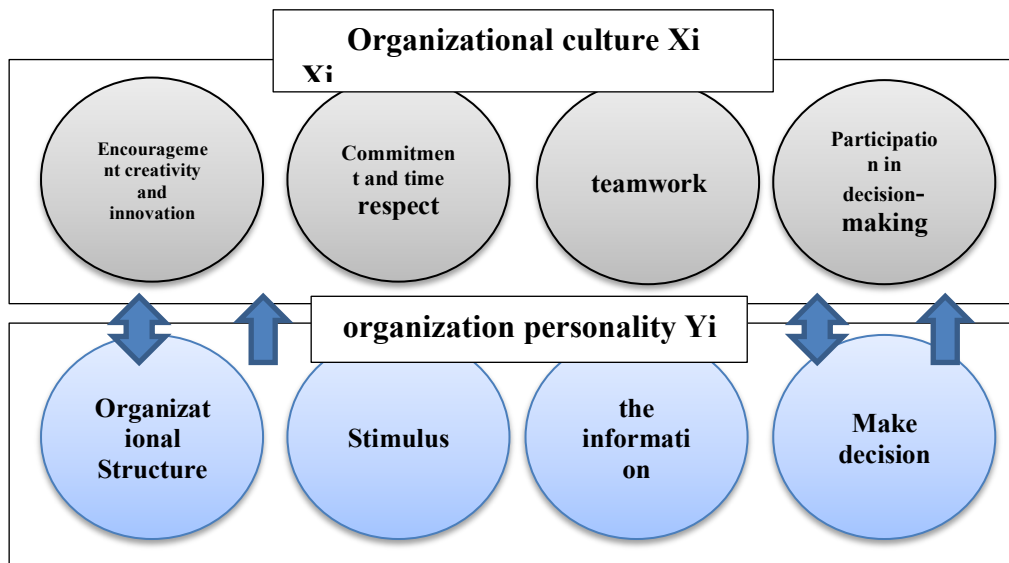
Fourth: Research objectives

- 1- Identify the level of performance and the level of organizational culture in the department and indicate its strengths and weaknesses.
- 2- Highlighting the impact of the organization's personality on developing the department's work.

3- Statement of the nature of the relationship between the research variables and the extent of their influence on the level of achieving goals.

Fifth: - the hypothetical scheme

It was prepared in the light of the research problem and its objectives, which represents the variables that have been referred to, which are the dimensions of organizational culture as an independent variable and its impact on the dependent and respondent variable, the personality of the organization.



The hypothetical outline of the research: prepared by the researcher

Hypotheses: -

- 1- There is a significant influence relationship between the organizational culture and its dimensions with the personality of the organization and its dimensions.
- 2- There is no significant influence relationship between organizational culture and its dimensions with the personality of the organization and its dimensions.

Sixth: The study community

The study population is represented by the Department of Research and Development affiliated to the Ministry of Higher Education and Scientific Research, where an intentional sample consisting of (33) employees was selected (Divisional officials, department managers, assistant general manager, general manager). Below is an explanation of the study sample:

The study population is in the research and development		
female	male	position
_____	1	General Manager
1	_____	Assistant General Manager
1	5	department managers
12	13	Divisional officials
14	19	Total
The grand total is 19 + 14 = 33		

Table (1) represents the sample of the study population

And done Use Resolution as a tool to collect data formed(59)paragraph(21)paragraph for a variable the culture regulatory And the(38)for a variable Character the organization And done Use alpha Cronbach To find out honesty And fortitude and consistency between vertebrae dimensions used in Resolution according to Scale Likert quintet which amounted to (.874)

Theoretical framework for research variables

The first axis: - Organizational culture

It is a term commonly used in cognitive circles represented by the prevailing values and beliefs shared by individuals among themselves and affecting the resulting actions and behaviors. Lunenburg: 2011: 1)) It is represented by a set of common values and beliefs shared by workers among themselves that affect behavior and effectiveness in that organization. It also represents a model of common values among individuals, which explains how to control behavior and attitudes, and to carry out important actions that help it maintain the unity of the organization and distinguish it from other organizations (Chuang & etal: 2004: 26)) and thus it is represented by the basic principles that were invented, discovered and developed by the group to help solve its problems for the purpose Adaptation to the external environment and internal integration, as members have proven their effectiveness in understanding and perceiving the problems surrounding them and dealing with them in the best way.

1- Participation in decision making

he is Create ambiance Occasion and catalysts for interesting and share Members in the organization in decisions the mission From Yes a plus their motives subjectivity and their desires to be Participants active in build it. where he indicated(Ebtesbam & et al: 2011:80) thatcapacity the organization on me development its ability hard and soft and its development in all levels , Where Helps workers from sharing in the process of taking decisions that effect on me their work Being directly connected with goals the organization.

2- teamwork

Cooperation of team members he is sun And the most important themes about for organizations Modern is the work collective that From his business that Builds Relations a job Successful as well as born in tune between So all members Creates condition From interaction affirmative contribute in Investigation Objectives that the organization seeks. where he indicated (1:Clark, R., 2021)that Cooperat between organizations From side the theory Should that Improves the performance Institutional From During to gather resources and experiences.

3- Commitment and respect for time

that the culture regulatory Same Very important for organizations From During What play it From roles where he indicated(Kreither & Kinicki: 2007: 81)Commitment Teamwork helps workers from where that Feeling with the goal subscriber He encourages them on me Commitment and respect for time and extent Accept the culture regulatory prevalent in the organisation.

4- Encouraging creativity and innovation

It requires senior management to encourage workers to be creative and innovative at work in order to overcome the difficulties and problems they face at work, by proposing new ideas and working to apply them on the work site, as he indicated (Morris, 2002:12Creativity is the search for creative solutions to problems at work, including technological solutions and

processes that address those problems. as explained (Hitt et al., 2011: 67) That organizations are more distinguished and effective in adding new features and ideas that help improve their current services and maintain their competitive advantage. As these ideas help in the process of making decisions that are of great importance in the work of the organization.

The second axis: personality the organization

which represent with a group From Properties that Differs with it individuals About others .Where pointed out(Badia et al.: 2005).that Character represented with contributions and achievements that Featuring In which on me Other and this is He approves on me Experience that It was completed acquire it From During deal with The environment external and this is helps to the organization on me adoption decisions good in Confrontation Obstacles and changes accelerating.He also pointed out (Abd softener Mohammed successor,e., &congratulatory. 2022:127) That the evaluation obtained by the organization in the light of the efforts exerted by the relevant parties, which achieve a competitive advantage that helps it succeed and continue its work.

1- the information

represent the side the important to the organization which From through it Can managers Access to me decisions a task From During framing the problem in full and put Collection From alternatives that help them in Confusion the decision Better Being represent Al-Qaeda the mission and basic that grounded on her the organization Where pointed out(pijpers 2010:13) that information can cause changes and differences in the conscious human mind. It must be documented, accurate, and easily accessible, as well as (Alter 2002:48) indicated that it represents appropriate data in terms of form and content to meet a specific use.

2- the structure organizational

the structure organizational Represent Site Featured to the organization to do with all operations Administration Where pointed out(jones 203:10) that it encourages the active participation of workers within the organization as it represents the mechanism through which management can carry out supervision of all the activities of the organization preceded by guidance and coordination. It helps in the implementation of those that have been developed through the vision while defining the business, activities and resources of the organization in the light of its capabilities, and thus facilitates for managers to make effective decisions that help in achieving the goals. Also, (Vazifedoust Nasiri, 2012:10&) indicated that the organizational structure guarantees the survival and permanence of the organization. In the end, it gives the organization flexibility and response to changes in the environment.

3- rights take the decision

and he Represent proces to implement the decision that It was completed his choice From Collection From alternatives to solve problem What based on me the information that It was completed get on her Where Recipe(Daft, 2002) that it is the choice that was reached from a group of alternatives that were studied and evaluated. Which in turn is reflected in the performance and reputation of the organization. Where he indicated (Harold et al: 2008) that it needs research, analysis, selection, work and evaluation. Where it requires the organization to study the problem based on correct scientific foundations while giving the opportunity for workers to express their opinions and participate in the decision-making process in order to avoid unilateral decisions that may help in making the wrong decision and thus weaken the

performance and reputation of the organization as well as weaken the confidence of its employees.

4- Stimulus

represent the side professions and responsibility that Located on me shoulder leaders and managers direction staff From During motivate them on me the work From Yes Investigation Objectives that Seeking to her the organization. Where represent proces Guidance behavior individuals Toward Objectives Because Stimulus Whether It was material or moral Shave Energy latent inside the individual to meet needs and desires And therefore helps on me earn belonging and loyalty as required From Administration Supreme satisfy needs staff and their desires for a purpose performance Business taxpayers with it in a form better. where indicated (Noura Yahya fifi. 2022:5,6) That motivation is one of the important methods that managers depend on in influencing the behavior of individuals, which pushes them towards enthusiasm and perseverance in work and urges them to continue to advance in their work in order to achieve common goals. Hence the recognition of what the individual accomplishes for the purpose of satisfying his needs, as well as arousing the enthusiasm of groups and competition among the individuals working in the organization.

The third axis: - the practical aspect of the research variables

This axis of the research sheds light on the practical side by using the statistical methods represented by the arithmetic mean, standard deviation, relative importance, correlation coefficient and test Z and F test for the purpose of finding out the correlation and influence relationship between the variables represented by the organizational culture and the extent of its impact on the personality of the organization through its dimensions.

Descriptive statistics				
The dimension	paragraphs	mean	std. Deviation	Relative importance
Participation in decision making	Q1 I have the ability to make decisions to increase creativity and innovation	4.18	.769	.83
	Q2 My participation in decision-making means that I take responsibility for its implementation	4.3939	.60927	.87
	Q3 Management involves me in making administrative decisions -	3.2727	.83937	.65
	Q4 Participation in decision-making allows me to make effective decisions in the department	3.4848	.87039	.69
	Q5 Management involves employees at various levels to improve the level of decisions -	3.1515	.87039	.63
		3.6965	.79168	.73

Table (2) participation in decision-making

It is noted from the above table that after participating in decision-making with its paragraphs, the arithmetic mean for it was (3.6965), which is higher than the hypothetical mean (3), which represents the boundary between agreement and disagreement, with a standard

deviation of (79168). As its paragraph (my participation in decision-making means that I take responsibility for its implementation) achieved the highest arithmetic mean (4.3939) and a standard deviation of (60927). .) While the paragraph (management involves employees at various levels to improve the level of decisions) achieved the lowest arithmetic mean (3.1515) and a standard deviation (87039).

Descriptive statistics				
The dimension	paragraphs	mean	std. Deviation	Relative importance
teamwork	Q6 Participation in the work is considered the basic rule in crystallizing the objectives of the department	4.2121	.92728	.84
	Q7 The mechanisms of working as one team in the department are characterized by being in line with the spirit of the times	4.3030	.76994	.86
	Q8 Team work mechanisms help meet the needs of auditors 8-	4.2424	.83030	.84
	Q9 Team work allows the exchange of experiences between employees	4.4545	.90453	.89
	Q10 The administration sets instructions that encourage teamwork	3.6364	.96236	.63
		4.16968	.878884	.81

Table (3) team work

notice From schedule above that distance teamwork with its paragraphs reach average Arithmetic for him(4.16968)and he higher From the middle hypothesis(3)that Represent limit separator between the agreement and not the agreement And with a deviation normative reach(878884.)Where that paragraph(Put Administration instructions Take heart on me the work in spirit the team the one)achieved higher Average Arithmetic(3.6364)and aberration normative(96236.)while paragraph(considered as participation in the work Al-Qaeda the basic in crystal Goals Circle)achieved minimum Average Arithmetic Where reach(3.1515)and aberration normative(87039.).

Descriptive statistics				
The dimension	paragraphs	mean	std. Deviation	Relative importance
Commitment and respect for time	Q11 Complete the work within the time allocated to me	4.4242	.61392	.88
	Q12 Work to shorten the time needed to complete the work	4.3939	.60927	.87
	Q13 I believe that my work contributes to strengthening my commitment to work	4.2424	.70844	.84

	Q14 I do everything I can to prove my sincerity in my work	4.5152	.66714	.90
	Q15 Commitment to laws, regulations and work ethics	4.6667	.47871	.93
		4.44848	.615496	.88

Table (4) commitment and respect for time

notice From schedule above that distance Commitment and respect paragraphs of time reach average Arithmetic for him(4.44848)and he higher From the middle hypothesis(3)that Represent limit separator between the agreement and not the agreement And with a deviation normative reach(615496.)Where that paragraph(commitment By laws and systems And ethics the work)achieved higher Average Arithmetic(4.6667)and aberration normative(47871.)while paragraph(I believe Pan my work contribute in Strengthen my commitment Toward the work)achieved minimum Average Arithmetic Where reach(4.2424)and aberration normative(.70844).

Descriptive statistics				
The dimension	paragraphs	mean	std. Deviation	Relative importance
Encourage creativity and innovation	Q16 The department provides the necessary environment to innovate and create new ideas about ways and means of accomplishing work	3.2727	.76128	.65
	Q17 I search for creative ideas to solve the problems that I face in my work	3.8182	.76871	.76
	Q18 I try to convince others of my point of view and benefit from their ideas 18	3.9697	.68396	.79
	Q19 I seek to find new, more effective ways to achieve work	4.1515	.66714	.83
	Q20 have the courage to do creative work and bear its results	4.1515	.83371	.83
	Q21 I accept new modern creative ideas related to work	4.4242	.70844	.88
		3.9646	.73720	.79

Table (5) Encouraging creativity and innovation

notice From schedule above that distance to encourage creativity and innovation with its paragraphs reach average Arithmetic for him(**3.9646**)and he higher From the middle hypothesis(3)that Represent limit separator between the agreement and not the agreement And with a deviation normative reach(**.73720**)Where that paragraph(Available in Circle The environment necessary to innovate and create Thoughts New Around Methods and methods

Achievement the work)achieved higher Average Arithmetic(4.4242)and aberration normative(.70844)while paragraph(I accept thoughts creative modern new related at work)achieved minimum Average Arithmetic Where reach(3.2727)and aberration normative .76128).

Descriptive statistics				
The dimension	paragraphs	mean	std. Deviation	Relative importance
Make decision	Q22 The decision-makers in the ministry resort to a comprehensive analysis of the problems and situations they face	3.5152	.87039	.70
	Q23 The decision-maker in the ministry relies on intuition to solve the problems facing him in his eyes	3.2727	.71906	.65
	Q24 The decision-maker is keen to develop and improve the ministry's performance	3.8182	.76871	.76
	Q25 The decision-maker possesses high resources in his field of work	3.7576	.86712	.75
	Q26 The (official) decision maker has sufficient powers to make decisions	3,9091	.87905	.78
	-Q27 The decision-maker has complete confidence in his skills necessary to solve problems in the ministry	4.0000	.86603	.80
	Q28 The Ministry trusts the capabilities of distinguished individuals and authorizes them to make decisions related to their work	3.6970	.91804	.73
	Q29 The decision-maker relies on previous experiences to solve the problem, on the basis that the current problems are similar to the previous ones	3.7273	.94448	.74
	Q30 Senior management imposes a wide range of control over the implementation of its decisions at the middle and lower levels	3.5758	.75126	.71
			3.6969	.84268

Table (6) Decision making

notice From schedule above that distance Make decision with its paragraphs reach average Arithmetic for him(3.6969)and he higher From the middle hypothesis(3)that Represent limit separator between the agreement and not the agreement And with a deviation normative reach(**84268**.)Where that paragraph(has taken the decision Confidence complete with his skill necessary to solve problems in Ministry)achieved higher Average Arithmetic(4.0000)and aberration normative(86603.)while paragraph(He approves taken the decision in Ministry on me intuition to solve the problems that you confront him on me Set up his eyes)achieved minimum Average Arithmetic Where reach(3.2727)and aberration normative(.71906).

Descriptive statistics				
The dimension	paragraphs	mean	std. Deviation	Relative importance
the information	Q31 The Ministry makes available information about its activities to all its employees	3.4242	1.03169	.86
	Q32 The Ministry has an information system for all its activities and functions	3.8182	.95048	.76
	Q33 The department has an internal and external communications network that facilitates the flow of necessary information	3.8182	1.07397	.76
	Q34 The information provided by the Ministry to the decision-maker is accurate and objective	3.5758	1.00095	.71
	Q35 The decision-maker obtains the necessary information to solve the problems facing the organization in a timely manner	3.5455	.93845	.70
	Q36 The information in the ministry is flexible in terms of the possibility of generating updated data and information from it.	3.5758	.86712	.71
	Q37 The Ministry has the technical capabilities to store a huge amount of information in an easily accessible manner	3.6061	.86384	.72
	Q38 The Ministry is aware of the importance and quality of information that contributes to achieving competitive advantage	3.6364	.89506	.72
	Q39 The Ministry believes that the availability of information with qualitative characteristics contributes to the success of the administrative process	3.6364	.99430	.72
		3.6262	.95731	.74

Table (7) information

notice From schedule above that distance the information with its paragraphs reach average Arithmetic for him(3.6262)and he higher From the middle hypothesis(3)that Represent limit separator between the agreement and not the agreement And with a deviation normative reach(.95731)Where that paragraph(own Ministry System informations Regards all its activities and its functions)achieved higher Average Arithmetic(3.8182)and aberration normative(.95048)while paragraph(Allows Ministry the information own its activities for every

individuals staff In which)achieved minimum Average Arithmetic Where reach(3.4242)and aberration standard (1.03169).

Descriptive statistics				
The dimension	paragraphs	mean	std. Deviation	Relative importance
catalysts	Q40 The Ministry grants incentives to working individuals based on the performance standard	3.3636	1.11294	.67
	Q41 The working individuals have a feeling that they are an integral part of the organization	3.4242	1.14647	.68
	Q42 The working individuals have the desire to improve and develop the ministry's performance	3.6364	.99430	.72
	Q43 The management of the organization gives room for working individuals to participate in taking responsibility and solving problems	3.4545	.86930	.69
	Q44 The Ministry's administration encourages working individuals to share their views, ideas and suggestions with the administration	3.4242	.75126	.68
	Q45 The ministry provides the working individuals with continuous education opportunities	3.7879	.81997	.75
	Q46 The administration appreciates the value of the distinguished work provided by the working individuals	3.7576	.86712	.75
	Q47 The Ministry grants incentives as a result of the outstanding performance of working individuals	3.4545	1.12057	.69
	Q48 The Ministry grants incentives collectively	3.5455	.93845	.70
	28Q49 The incentives offered by the administration to the working individuals contribute to increasing their production for the ministry	3.4848	.87039	.69
Q50 The Ministry is more concerned with the moral incentives granted to working individuals than with material incentives	3.3939	.96629	.67	

	Q51 The ministry follows the method of enriching and expanding work to form one of the types of incentives adopted by the organization	3.3333	.85391	.66
		3.5050	.94258	.69

Table (8) Catalysts

notice From schedule above that distance stimuli with its paragraphs reach average Arithmetic for him(3.5050)and he higher From the middle hypothesis(3)that Represent limit separator between the agreement and not the agreement And with a deviation normative reach(.94258)Where that paragraph(tracking Ministry style enrichment the work and expand it to form one Species incentives approved in the organization)achieved higher Average Arithmetic(3.7879)and aberration normative(.81997)while paragraph(progress Ministry for individuals staff opportunities education continuous)achieved minimum Average Arithmetic Where reach(3.3333)and aberration normative(.85391).

Descriptive statistics				
The dimension	paragraphs	mean	std. Deviation	Relative importance
Organizational Structure	Q52 The job duties in the ministry are characterized by accuracy and clarity	3.7576	.96922	.75
	Q53 Our ministry relies on clear procedures and rules for the progress and performance of work	3.7273	.87581	.74
	Q54 The organizational structure is characterized by flexibility to achieve adaptation and keep pace with current and future changes	3.4848	1.03444	.69
	Q55 The organizational structure in our ministry facilitates contact with higher administrative references	3.6970	.76994	.73
	Q56 The relationship between departments and people in the ministry is formal and specific	3.5455	.86930	.70
	Q57 The decision-making process in our ministry is centralized	3.6667	1.02062	.73
	Q58 Individuals have the freedom to act in carrying out job tasks and duties	3.3939	.86384	.67

	Q59 The organizational structure in our ministry allows for the formation of work teams in the event of crises	3.3939	.93339	.67
		3.5833	1.17726	.71

Table (9) Organizational Structure

notice From schedule above that distance Organizational Chart with its paragraphs reach average Arithmetic for him(3.5833)and he higher From the middle hypothesis(3)that Represent limit separator between the agreement and not the agreement And with a deviation normative reach (1.17726)Where that paragraph(tracking Ministry style enrichment the work and expand it to form one Species incentives approved in the organization)achieved higher Average Arithmetic(3.7576)and aberration normative(.96922)while paragraph(progress Ministry for individuals staff opportunities education continuous)achieved minimum Average Arithmetic Where reach(3.3939)and aberration normative(.86384).

Correlations					
	Participation in decision making	teamwork	Commitment and time respect	Encouraging creativity and innovation	Organizational culture
Pearson Correlation	1	.653**	.518**	.668**	.669**
Sig. (2-tailed)		.000	.002	.000	.000
N	33	33	33	33	33

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

Table (10) The association between variables

The table shows that there is a strong correlation between participation in decision-making and the reputation of the organization, while the rest of the dimensions of organizational culture had a medium correlation with the reputation of the organization, which amounted to (0.535, 0.655, 0.607).

ANOVA						
		Sum of squares	df	mean square	F	Sig
Between people		34,345	32	1,073		
Within People	Between Items	15,951	4	3,988	29,505	.000
	Residual	17,300	128	.135		
	Total	33,251	132	.252		
Total		67,596	164	.412		
Grand mean = 3.9751						

Table (11) ANOVA for variables

hit valueThe calculated f (29.505) is greater than the tabular f of (4.0012) at the level of significance of 0.05, that is, the hypothesis is accepted by 95%. There is also a statistically significant effect relationship between the dimensions of organizational culture and the personality of the organization.

conclusions

based to me data that It was completed adopt it About road Resolution and enter it and analyzed About road the program statistic to reach to me Collection From conclusions in Light Results Where show that the organization own informations Belonging to all its activities and its functions And many Commitment By laws and systems And ethics the work And be encouraged on me the work in spirit the team the one, Except that it lack to me style enrichment the work and expand it to form one Species incentives approved as well credit freedom staff enjoyment in to implement mission and assignments functional, and weakness in formation difference Same efficiency High in condition happening crises and adoption my take the decision on me intuition in Solution the problems, Neglecting the organization to provide environment Relevance comfortable help staff on me creativity in generation Thoughts New Around Methods and methods Achievement the work

Recommendations

to provide environment Relevance comfortable for employees help on me to improve the performance and satisfaction career.Requires From my take the decision Accreditation on me analysis Scientific in to treat the problems and reach to me Solution built on me establish Scientific correct.availability Freedom for employees in Achievement mission and assignments taxpayers with it and this is reinforces spirit participation They have Next helps them in generation Thoughts New Belonging to the work.

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