

The Impact of Institutional Governance on Performance Enhancement

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Abstract. The current research aimed to investigate the impact of institutional governance on the performance enhancement of Jordanian National Assembly members. A quantitative analytical descriptive approach was used. A comprehensive sample technique was used with a total of (195) members. The SPSS program was used for the purposes of statistical analysis and testing the hypotheses of the study. The research findings indicate that a significant impact of institutional governance on performance enhancement. The researchers conclude a required comprehensive revision of the principles, rules, and controls of institutional governance governing the Jordanian National Assembly to obtain constitutional, legal, and administrative references, and more granted powers within legal frameworks to improve their legislative and oversight performance with high quality.

Keywords: Institutional governance performance enhancement, Jordanian National Assembly

1. Introduction

There is competition and challenges in all sectors of private and governmental institutions (Habes, Alghizzawi, Elareshi, et al., 2023). Hence, various types of management are arranged including traditional and modern (Rahi et al., 2023). Accordingly, there has also become a debate, even at the level of the public sector, which showed the importance of corporate governance is one of the modern management concepts, which is related to the method and method of management practice, which is based on managing the relationship between senior management and relevant parties in organizations in accordance with prevailing laws, regulations, and standards and is governed by several rules, controls, and principles such as transparency, disclosure, accountability, and quality of performance to achieve effective performance and objectives. Desired, taking into account the interests of all parties involved (Marini, 2022).

Institutional governance is concerned with addressing deviations, transgressions, challenges, and difficulties facing organizations (Halim et al., 2023), which in turn ensures control of work procedures within an institutional approach and in various administrative units and at various levels, and its pursuit of achieving goals effectively, controlling internal processes and procedures, implementing plans, strengthening the role of control over various operations, and compliance with the approved legislation, the proper use of the powers of decision-makers, and the development of the capabilities and capabilities of organizations to improve the level of their institutional performance in a way that serves the interests of organizations based on corporate governance practices and principles have become an urgent need for the management of organizations as an effective tool for oversight to deal with challenges, difficulties, crises, and risks that threaten its continuity and performance (Suroso et al., 2023). Organizations, and their effective role in improving institutional performance in line with the visions and aspirations of senior management and executive management (Edgeman, 2018).

Governmental and private organizations always strive to improve performance, which is reflected directly in customers and citizens through the services provided and the available products (Al-Khalil & Megdadi, 2022). Performance enhancement is the actual and final output of the various operations and efforts made by the employees of the organizations within a specific timetable in pursuit of certain goals and within standard indicators that enable them to identify through them the level of their achievements, which represent the efficiency and effectiveness of activities, functions practices and the ability to achieve stability, growth, development, prosperity, and the degree to which it achieves its vision and mission. The performance also expresses the level of ability of employees and management to adhere to the executive programs for the various job tasks assigned to them. It is also possible to identify the potential and capabilities of employees and their achievements (Al-Hafi, 2019).

Performance enhancement is the actual and final output of the various operations and efforts made by organization employees (Habes, Alghizzawi, Ahmad, et al., 2023). Performance enhancement focused on a specific timetable to pursue certain goals. Moreover, organization enhancement is associated with certain standard indicators to identify the level of achievements based on the organization's management vision and mission to improve workplace quality, work speediness, work creativity, procedures adjustments, cost reduction, and an exciting work environment. Performance enhancement is associated with the level of employees and management abilities to identify the potential capabilities of employees and their achievements (Bapna et al., 2013).

The current research focused on institutional governance in performance enhancement. The core hypothesis follows from the above: The best practices of intuitional governance in performance enhancement. In this research, first will be clarified the role of performance enhancement in the context of institutional governance and its importance for the Jordanian National Assembly. Based on the previous studies and research findings is created the theoretical concept of research and one primary hypothesis with three sub-hypotheses are formulated. The results of this research were analyzed and finally, the implications and future possibilities in this research area are presented. The importance of

the current research is to come up with a theoretical and practical contribution to assist the organization's management to enhance work performance and organizational work environment. In addition, researchers recommend more future conducted studies concerning institutional governance on performance enhancement by other dimensions as well as employee attitudes, behaviors, and ethical issues in different organizational environments.

1.1. Research Objectives

In light of the problem of the study, the current study sought to achieve a number of objectives, the most important of which are the following:

- Identifying the level of application of the principles of institutional governance in the Jordanian National Assembly with its dimensions (rule of law, accountability, transparency, active participation, decentralization, and rationalization of decision) in improving the performance of members with its dimensions combined (speed of work, creativity in work, and quality of work).
- Identifying the level of performance of members of the Jordanian National Assembly after applying the principles of institutional governance in its dimensions (rule of law, accountability, transparency, active participation, decentralization, and rationalization of decision) in improving the performance of members of the Jordanian National Assembly in its dimensions (speed of work, creativity in work, and quality of work).
- Identify the impact of institutional governance in its dimensions (rule of law, accountability, transparency, active participation, decentralization, and rationalization of decision) in improving the performance of members of the Jordanian National Assembly in its dimensions (speed of work, creativity in work, and quality of work).

1.2. Research Problem

The legislative and oversight work of the members of the Jordanian National Assembly is facing a decline in the performance of the members of the parliament, which requires several principles, controls, and foundations to improve their legislative and oversight performance, in both the deputies and notables. Hence, the problem of the study arose to identify the extent of the National Assembly's commitment to the application of institutional governance aimed at improving the performance of members of the Jordanian National Assembly, which will contribute to controlling the work of the legislative and oversight members and improving their performance in terms of speed of work, creativity in work, and the quality of work of members of the Parliament. The current research focused on institutional governance with a set of sub-dimensions to cover the basic work of members of the Jordanian National Assembly, which is directly related to the nature and challenges of their oversight and legislative work to improve their legislative and oversight performance, in both the deputies and notables. Hence, the problem of the study arose to identify the extent of the National Assembly's commitment to the application of institutional governance aimed to enhance the performance of Jordanian National Assembly members, which will contribute to controlling the work of the legislative and oversight members and enhancing their performance in terms of speed of work, creativity in work, and the quality of assembly member's duties.

1.3. Research Questions

Main question: Is there an impact of institutional governance in its dimensions (the rule of law, accountability, transparency, active participation, decentralization, decision rationalization) in performance enhancement in its dimensions (work speed, work creativity, and work quality) in the Jordanian National Assembly members?

A sub-question was constructed out of the main question were as:

1-1. is there an impact of institutional governance on the work speed of Jordanian National Assembly members?

1-2. is there an impact of institutional governance) on the work creativity of Jordanian National

Assembly members?

1-3. is there an impact of institutional governance on the work quality of Jordanian National Assembly members?

2. Theoretical Framework

The proposed model indicates (institutional governance) as the independent variable with its sub-variables (Performance Enhancement) as the dependent variable with its sub-variables as in Figure (1):

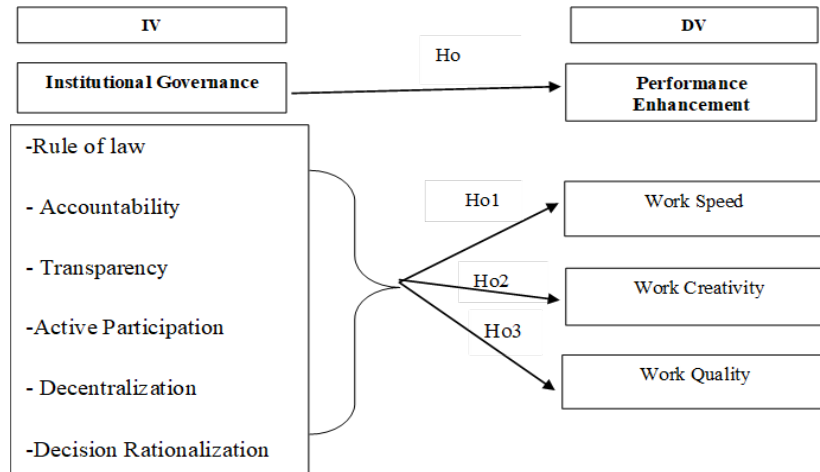


Fig.1: Research Theoretical Model

Ho- There is no statistically significant impact of institutional governance in its dimensions (the rule of law, accountability, transparency, active participation, decentralization, decision rationalization) in performance enhancement in its dimensions (work speed, work creativity, and work quality) in the Jordanian National Assembly members at the significance level ($\alpha= 0.05$). Sub-hypotheses were constructed out of the main hypothesis:

Ho1: There is no statistically significant impact of institutional governance on work speed at the significance level ($\alpha= 0.05$).

Ho2: There is no statistically significant impact of institutional governance on work creativity at the significance level ($\alpha= 0.05$).

-Ho3 There is no statistically significant impact of institutional governance on work quality at the significance level ($\alpha= 0.05$) in work quality.

Governance is one of the new concepts in the science of management and is related to the term “governance” which denotes in its meaning the control and good management of public affairs in various institutions, which indicates that it is a good government or good administration (Bryson et al., 2014), while (Artelle et al., 2019; Luo & Kaul, 2019). Governance is applied through the scope of the public administration to control the abuses of official governments, which makes the public administration more committed, transparent, and accountable.

Institutional governance is defined as a set of controls and foundations aimed at controlling the practices of employees in organizations to achieve distinguished job performance based on transparency and justice (Khrees, 2020). While Al-Rousan, M., Harahsheh, A., and Shatnawy, (2020), defined institutional governance as a tool used by governments and organizations, aimed at directing and monitoring organizations and their employees to reduce abuses and ethical violations and improving organizations performance, while Al-Hafi, (2019) defined institutional governance as a broad system governed by the application of a number of rules and controls as transparency, integrity, fairness,

accountability, control, and within the rule of law to achieve benefit for the benefit of all parties, while Hameed et al., (2021), defined institutional governance as several procedures, laws, regulations, and decisions that ensure the control of work in institutions, with transparency and justice, to prevent abuses, corruption, manipulation, and deception, with tight control over all employees behaviors, and their job performance.

Institutional governance aims to achieve many goals, and developing organizations performance, controlling employees' behavior, improving work efficiency, and to prevent functional and financial abuses such as corruption and nepotism, preserving the interests of all parties (Al-Hawary & Alajmi, 2017). Institutional governance is linked to the vision of organizations in their strategic plans that they seek to achieve, including improving performance indicators, applying the principles of total quality, developing work policies, controlling operational costs, and controlling executive bodies in the various business units in organizations (Sawan, 2016). Institutional governance aims to establish several rules and principles for managing organizations to monitor their performance, protect the rights of stakeholders, establishing principles of justice, transparency, and accountability at work (Narzary, 2015).

Rule of Law

The rule of law aims to preserve and sustain the regulating legal rules and foundations that are fair and equitable as one of the rules of corporate governance in organizations (Tricker, 2015). Thus, legislation, regulations, and laws are the legal cover for the application of institutional governance to be the legal control regulating the performance, behavior, and roles of governments and organizations to achieve high-level results according to institutional performance indicators (Rosenbloom et al., 2022). Rule of law is one of the basic rules for working with the concept and principles of corporate governance based on laws and regulations which aimed to preserve and guaranteeing the rights of the parties, regulating the legal relationship between boards of directors, senior management and employees within organizations legally (Tricker, 2015). Organizations rely on legal legislation as legal support and reference at various levels, especially in the decision-making process, whether administrative, financial or technical, where legislation and laws impose themselves on everyone and compliance with them achieve justice, institutional stability based on laws, and legal control employees' behavior of employees (Biswas, 2020).

Accountability

Accountability is procedures that have a legal status against actions, decisions, policies, and practices that contravene regulations and regulations in organizations and non-compliance with them by employees, which prompts the governance of organizations to apply the principle of accountability against violators (Rahim, 2017), while Tembo, (2012), defined accountability as a legal and administrative procedure that aims to ensure the correctness of workflow in the event of failures or failures, the consequences of which are borne by parties responsible for failures or failures to hold them accountable according to the laws and instructions governing organizations, while (Khrees, 2020), defined accountability is a legal procedure that takes place through official procedures to verify the violations committed and hold the organizations and individuals responsible for those violations accountable, which contributes to accountability in enhancing the confidence of the relevant parties. Accountability aims to ensure fairness and integrity in the practices of those to whom powers and responsibilities are granted to verify the decision and the validity of its results. (Hosseini et al., 2023). Accountability seeks to work in a team spirit, support participatory work, direct the efforts of workers towards the goal clearly to achieve, support party's relationship, and promoting the role of ethics codes and preserving the organizations' assets (Othman, A. and Al-Matarneh, 2016). Accountability aims to achieve many of the goals as justice among all, integrity, reducing unethical practices such as corruption and waste, preserving the rights of stakeholders (Le Blanc, 2015).

Transparency

Defined as specific and clear rules used in the decision-making process and subject to governing mechanisms of control procedures (Guo et al., 2018). Transparency is known as a basic rule of corporate governance, which aims to exclude or remove doubt or ambiguity regarding the decision-making process. Transparency relies on several clear and easy-to-understand principles and standards (Khrees, 2020). Transparency has been known as a process that takes place within clear procedures and in an open manner, is related to the decision-making process, and works within direct and open channels between stakeholders and decision-makers, and transparency is linked to accountability (Hosseini et al., 2023). Transparency has many positive advantages for organizations and in various sectors, including enhancing confidence, helping in the development and leadership of organizations, increasing work productivity, increasing employee confidence in each other, teamwork, promoting job values, freedom to share opinions and ideas, offering innovative pioneering solutions, and ease Obtaining all information related to work, improving the efficiency and skill of employees, the opportunity to improve the reputation of organizations, the ease of job reform from slackness and job laziness, and the ease of achieving goals (Schnackenberg & Tomlinson, 2016).

Active Participation

Active participation has been defined as representing the extent to which workers participate in the decision-making process, presenting ideas and discussing them freely to promote teamwork based on the participation of all in creating a functional and organizational environment of high quality and suitable for all (Normala, 2010). Active participation is one of the rules of corporate governance related to the decision-making process as a form of cooperation and interaction between senior management and employees, to direct organizations towards their goals based on teamwork and participatory work (Le Blanc, 2015). Active participation is one of the approaches used by organizations by involving workers in taken decision-making process and exchanging information, knowledge, experiences, and skills with decision-makers to improve the intellectual and functional level of everyone to improve job performance and achieve goals based on its vision and strategic plans (Blaskova et al., 2015). Active participation concerning all employees' at all functional levels seeks to create a functional environment and an organizational culture based on participatory knowledge and creative and innovative ideas, which makes the environment of organizations.

Decentralization

Decentralization is defined as the delegation of authority and decision-making to a specific person from the staff within certain conditions and criteria that are available to the appropriate person to exercise certain powers as required by the interests of organizations and their desired goals (Inkoom & Gyapong, 2016). Decentralization is defined as an administrative method that aims to delegate powers to people at lower levels in organizations to enable them to manage their own operations (Al-(Al-Nawafah & Almarshad, 2020). Decentralization is defined as an administrative system that aims at not monopolizing power with a specific person or entity, but rather distributing it on a larger scale at the administrative levels of organizations or state institutions (Barako & Shibia, 2015). Decentralization has several advantages in favor of large organizations, the most important of which is the reduction of pressure and workload on the center, the speed of taking appropriate decisions to solve work problems, the improvement of the work environment and quality, the improvement of the level of job performance, moving away from the work routine, the speed of training workers according to their needs, and the workers' sense of comfort and morale. And the participation of workers with their creative and innovative ideas in developing the work environment (Altamimi et al., 2023).

Decision Rationalization

Decision rationalization has been known as an explanation of decision-making process stages, which is based on the principle of rationality and clarity of rules and rationality so that the decision in all its stages takes into account the interests of all relevant parties without imbalances, bias, or any harm that may be caused to their interests and rights (Torcel-Pagnon et al., 2019). Decision rationalization was

known as a mental process related to choosing one of the available logical options, through several stages it goes through, such as evaluation and testing from among several options (Sari & (Sari & Priantinah, 2019). Decision rationalization was known as the best option out of several options that relies on accurate and clear information to ensure the success of organizations (Al-Muzayen, 2020).

Performance Enhancement

Enhancing an organization's performance has a significant and effective contribution (Alwafe & Megdadi, 2020; Rahi et al., 2023). the most important of which enhancing working conditions, enhancing the level of job performance of employees, raising the efficiency and effectiveness of work, achieving stability and continuity for organizations, achieving job excellence for employees, improving the level of work motivation among employees, reducing work costs, and making optimal use resources for organizations (Rahi, Alghizzawi, et al., 2021). Enhancing performance has been defined as an integrated process between the roles played by individuals and the organizational roles within the organization, and the extent of its success in creating an appropriate strategy for the human resource that contributes to enhancing performance in a distinct manner, characterized by speed and accuracy while bypassing all complexities in organizational procedures and overcoming the complexities of the internal environment (Armstrong et al., 2014). Enhancing performance has been defined as a process related to employee's performance and their jobs, which requires developing the capabilities of employees through training to help them improve their job performance, increase work efficiency and productivity to enable organizations to achieve their goals, and improve their competitive position (Dessler et al., 2015). The work environment has a significant contribution to enhancing employees' performance and raising work efficiency and job excellence (Al-kafrini & Megdadi, 2021).

Work Speed

Work speed of workers' performance of their job tasks and duties depends on their self-monitoring, their job capabilities and skills, and the workers' sense of job satisfaction, which forms effective motives (Dessler et al., 2015). Work speed concept is related to the overall planning of the organization, defining tasks and processes, the comparison between performance priorities, the structural redistribution of jobs, and the determination of the time required to complete each job task by workers (Shipp & Fried, 2014). Work speed is an essential indicator of the progress of work and the size of job achievement for the management of organizations to reduce work routines and delays. and improve job performance (Salkić, 2014). Work speed is related to the extent of cooperation between workers and teamwork to enable workers to quickly respond to work requirements and objectives, and the speed of job achievement for workers with high-quality professional competence (Gabarro, 2014).

Work Creativity

Modern electronic technologies must be employed in all business organizations and in various sectors to achieve Work creativity development (Klingenberg et al., 2023). Work creativity in the concept of management relates to new creative and innovative ideas as innovative solutions that aim to improve the work environment and its conditions, to reduce the occurrence of problems and obstacles facing organizations (Arthur, 2015). Work creativity is defined as a worker's ability to provide creative and innovative ideas to address work problems in a distinctive way, so that work becomes more streamlined without complications that hinder the workflow in order to make optimal use of the energies and efforts of workers and the resources available in organizations (Siekman & Fowler, 2017). Work creativity is defined as the extent to which workers have creative ideas and can present distinctive solutions to affect the workers' response to work and its requirements (Abdeldayem & Al Dulaimi, 2022). The importance of job creativity lies in improving the work environment through creative ideas to serve organizations and their goals (Kuruba, 2019).

Work Quality

It is necessary to enhance knowledge in business organizations (Rahi, Mansour, et al., 2021). To achieve work quality has been defined as a set of values associated with workers' behavior and performance

towards their jobs and job tasks to work on mastering them within the standards of job performance in organizations (Grant Robert, 2016). Work quality was defined as the level of improving the work environment, conditions, and procedures, because of its positive repercussions on the productivity and performance (Eğin, 2015). Work quality was defined as the ability of employees to work within quality standards to enable them to avoid job errors, and to promote positive values such as honesty (Ferreira & Fernandes, 2017). Work quality has been defined as a radical change by an organization's management to enhance employee performance (Swamy et al., 2015).

Rabaa'i, 2021) the study results indicate that corporate governance in organizations aims to achieve many goals that reflect positively on the performance of organizations and enhancing confidence among the parties through transparency within the framework of corporate governance. Halim et al., (2023), study results indicate that a mediating role of Organizational Strategies directly affects the relationship between leadership, governance, management, and improved work productivity and strengthens these relationships at the maximum level. Akkar, Zainab, & Sultan, (2020) the study indicates that governance is considered a reference for policy setting, legal, and regulatory frameworks adoption for the corporate governance system. Study of (Al-Rousan, M., Harahsheh, A., and Shatnawy, 2020), the study indicates that there is an effect of the corporate governance principles in developing and enhancing performance. Othman, A. and Al-Matarneh, (2016), study indicates a positive effect of applying the principles of governance in institutional performance. The work environment has a significant contribution to enhancing employee performance and raising work efficiency and job excellence (Rahi et al., 2019). Gaitan Riaao et al., (2018), study indicates a positive statistically significant relationship between governance board size and productivity, and Institutional ownership has a positive effect on productivity. Xu et al., (2023), study indicates that there is a significant effect of the requirements of knowledge management in improving job performance. Osborne & Hammoud, (2017), the study indicated that there is an essential element for engaging employees, which in turn increased organizational profitability based on the organization's leader's vision and secures employees' support in achieving organizational goals. Mohamed et al., (2018) the study indicates that organizational excellence has a positive impact on organizational productivity and employee performance.

3. Methodology

3.1 Research Scientific Approach Used

A quantitative and descriptive-analytical method was used. SPSS- Statistical package for social science V22 program was used to analyze the data that was collected according to the sample answers collected by the research tool (Habes et al., 2019).

3.2 Research Population and Sample

The research population covered Jordanian Assembly, in two parts (senators and parliament). The study sample will include all members of the Jordanian Assembly, who are (65) senators and (130) parliamentarians. A comprehensive survey method was used, due to the total number of members of the Jordanian National Assembly were taken does not exceed (195), who are (65) senators and (130) parliamentarians. In this case, the most applicable sampling method was used (Blair & Blair, 2015). The current research used the comprehensive survey method aimed to provide a set of accurate data to be collected from the research population.

3.3 Research Tool and Tool Validity

The administrative questionnaire was developed. Evaluation statements were used to determine the answers of the research sample. The five-dimensional Likert scale was used to measure the respondent's agreement with the items of the questionnaire. The study tool included (55) items, distributed on the variables of the study, (30) items were distributed on the independent variable dimensions of institutional governance, and (25) on the dependent variable dimensions of performance enhancement. Cronbach's Alpha test for internal consistency was used, and the values ranged between (0.76-0.86),

where the validity was more than (0.70), and the consistency was reliable (Sekaran & Bougie, 2010). A linear correlation test was conducted for the independent variables (institutional governance), and the variance inflation coefficient (VIF) test, and the tolerance test were used for each of the independent variables to get rid of the problem of multicollinearity to ascertain the extent to which the research variables are correlated together and individually according to the research model. The result indicated that there is no high correlation between the variables of the independent variable, as the results of the variance inflation coefficient test and the allowable variance to exclude the independent variable (institutional governance) were less than (10), while the value of the allowable variance test was greater than (0.05). It confirms the relationship of the dimensions of the independent variable with the subject of the study, and therefore it is possible to study it and prove its relationship.

4. Results and Discussion

4.1. Arithmetic averages and standard deviations

1st: Institutional Governance (Independent Variable):

Table 1: indicates that accountability was in the first rank, with a mean of (4.31), decentralization was in the last rank with a mean of (4.18), and the overall mean was (4.31) with a high degree.

Table 1. Arithmetical mean of Institutional Governance

No.	Variables	Mean	S.D	Rank	Degree
1	Rule of law	4.23	.896	5	High
2	Accountability	4.39	.825	1	High
3	Transparency	4.36	.860	2	High
4	Active Participation	4.36	.863	3	High
5	Decentralization	4.18	.914	6	High
6	Decision Rationalization	4.31	.917	4	High
	Overall Mean	4.31			High

2nd: Dependent variable: Performance Enhancement.

Table 2: indicates that work speed was in the first rank with a mean of (4.11), work quality was in the last rank with a mean of (4.08), and the overall mean was (4.10), with a high degree.

Table 2. Arithmetical Mean of Performance Enhancement

No.	Variables	Mean	S.D	Rank	Degree
1	Work Speed	4.11	.912	1	High
2	Work Creativity	4.10	.912	2	High
3	Work Quality	4.08	.933	3	High
	Overall Mean	4.10			High

4.2. Hypothesis Results

Ho: There is no statistically significant impact of institutional governance in its dimensions (the rule of law, accountability, transparency, active participation, decentralization, decision rationalization) in performance enhancement in its dimensions (work speed, work creativity, and work quality) in the Jordanian National Assembly members at the significance level ($\alpha = 0.05$).

Table 3. multiple linear regression analysis

Dep. Var.	Model sum.		ANOVA			Ind. Vars.	Coefficient				
	R	R2	F	D F	Sig. F		B	S.D	Beta	t	Sig. t
Performance Enhancement	.869	.766	522.462	2	0.000	Constant	.711	.146		4.866	.000
						Rule of law	.604	.039	.687	11.658	.000
						Accountability	.566	.028	.412	10.145	.000
						Transparency	.586	.032	.577	10.224	.000
						Active Participation	.511	.029	.452	10.477	.000
						Decentralization	.508	.034	.589	9.322	.000
						Decision Rationalization	.586	.028	.423	11.228	.000

Table 3: indicates that institutional governance has a positive impact on performance enhancement and the value of (R=.869), and the value of (R2=.766) with explanation equal to 76.6% of the variance in the dependent variables, and the value of (F = 522.462), and (sig = 0.000) at the statistical level of ($\alpha=0.05$). Mains that the alternative hypothesis was accepted and the null hypothesis was rejected.

Ho2: There is no statistically significant impact of institutional governance on work creativity at the significance level ($\alpha=0.05$).

Table 4. Simple linear regression

Dep. Var.	Model sum.		ANOVA			Ind. Vars.	Coefficient				
	R	R2	F	DF	Sig. F		B	S.D	Beta	t	Sig. t
Work Speed	.858	.752	466.852	2	0.000	Constant	.672	.154		5.116	.000
						Rule of law	.677	.041	.694	12.244	.000
						Accountability	.586	.036	.533	11.635	.000
						Transparency	.592	.034	.562	10.364	.000
						Active Participation	.566	.031	.524	10.652	.000
						Decentralization	.558	.032	.568	10.562	.000
						Decision Rationalization	.577	.030	.579	11.662	.000

Table 4: Shows a positive impact of institutional governance on work speed, and the value of (R=.858), and the value of (R2=.752), with explanation 75.2%, of the variance in institutional governance, and the value of (F = 466.852), and (sig. F = 0.000) at the statistical level of ($\alpha=0.05$), and the values of (B=.672), and the value of (t= 5.116) with a statistical significance of (0.000). This result assured the rejection of the null hypothesis and accepting the alternative hypothesis.

Ho2: There is no statistically significant impact of institutional governance on work creativity at the significance level ($\alpha=0.05$).

Table 5. Simple linear regression

Dep. Var.	Model sum.		ANOVA			Ind. Vars.	Coefficient				
	R	R2	F	DF	Sig. F		B	S.D	Beta	t	Sig. t
Work Creativity	.921	.792	512.633	2	0.000	Constant	.566	.142		6.102	.000
						Rule of law	.682	.043	.711	11.355	.000
						Accountability	.644	.041	.679	10.221	.000
						Transparency	.598	.039	.672	10.566	.000
						Active Participation	.577	.036	.641	9.994	.000
						Decentralization	.568	.035	.624	10.641	.000
						Decision Rationalization	.549	.032	.652	10.545	.000

Table 5: Shows a positive impact of institutional governance in work creativity, and the value of (R=.921), and the value of (R2=.792), with explanation of 79.2%, and the value of (F = 512.633), and the value of (sig. F = 0.000), and the values of (B=.566) in institutional governance showed, and that the

value of ($t=6.102$) at statistical level of ($\alpha=0.05$). This result assured the rejection of the null hypothesis and accepting the alternative hypothesis.

Ho3: There is no statistically significant impact of institutional governance on work quality at the significance level ($\alpha=0.05$).

Table 6. Simple linear regression

Dep. Var.	Model sum.		ANOVA			Ind. Vars.	Coefficient				
	R	R2	F	DF	Sig. F		B	S.D	Beta	t	Sig. t
Work Quality	.891	.812	412.846	2	0.000	Constant	.548	.139		6.336	.000
						Rule of law	.629	.042	.652	12.226	.000
						Accountability	.658	.040	.679	11.168	.000
						Transparency	.598	.039	.686	10.377	.000
						Active Participation	.584	.038	.689	10.242	.000
						Decentralization	.575	.036	.692	10.156	.000
						Decision Rationalization	.562	.035	.698	10.078	.000

Table 6: Shows a positive impact of institutional governance on work quality, where the value of ($R=.891$), and the value of ($R^2=.812$), with explanation 81.2%, and the value of ($F=412.846$), and the value of ($\text{sig. } F=0.000$), and the values of ($B=0.548$) in institutional governance, and that the value of ($t=6.336$), at the significance level ($\alpha=0.05$). This result assured the rejection of the null hypothesis and accepting the alternative hypothesis.

4.3. Discussions

The results were found after analyzing the study data, as the total arithmetic means for corporate governance was (4.31), and the total arithmetic means for improving performance was (4.10), both of which show a high degree. There is also a significant statistical impact of corporate governance with its dimensions (the rule of law, accountability, transparency, active participation, decentralization, decision rationalization) in enhancing performance in its dimensions (work speed, work creativity, work quality) for Jordanians. Members of the National Assembly. Based on the hypotheses result which assured the rejection of the null hypothesis and accepting the alternative hypothesis. This result is consistent with the results of studies (Al-kafrini & Megdadi, 2021; Sawan, 2016). The statistically significant impact of institutional governance with its dimensions (rule of law, accountability, transparency, effective participation, decentralization, rationalization of decision) on the work creativity of members of the Jordanian National Assembly. Based on the hypotheses result were assured the rejection of the null hypothesis and accepting the alternative hypothesis. Also, the positive statistical effect of institutional governance with its sub-variables (rule of law, accountability, transparency, effective participation, decentralization, decision rationalization) on the quality of work of members of the Jordanian National Assembly. Based on the hypotheses result were assured the rejection of the null hypothesis and accepting the alternative hypothesis. In addition, the positive statistical effect of institutional governance with its sub-variables (rule of law, accountability, transparency, effective participation, decentralization, rationalization of decision) on the speed of work of members of the Jordanian National Assembly. Based on the hypotheses result were assured the rejection of the null hypothesis and accepting the alternative hypothesis.

5. Conclusion

The current study come-up with a theoretical and practical contribution to assist the organization's management to enhance work performance and organizational work environment. Also, a new model was developed based on the concept of institution governance dimensions were as (rule of law, accountability, transparency, active participation, decentralization, and decision rationalization) in performance enhancement in its dimensions (work speed, work creativity, and work quality) to provide organizations management by a new concept to be adopted to enhance the organizational work environment. The researchers conclude that the institutional governance with its sub-variables (rule of law, accountability, transparency, active participation, decentralization, decision rationalization) in performance enhancement in its dimensions (work speed, work creativity, and work quality) of the Jordanian National Assembly members it plays a positive role in performance enhancement of the Jordanian National Assembly members by practicing the principles of institutional governance because of its advantages in the parliamentary institutional work environment enhancement and controlling work procedures within governing rules that prevent deviations and abuses and correct work in accordance with the directions and decisions issued by the parliament based on the rule of law.

5.1 Study Limitations & Future Implications

The researchers assured that institutional governance can be dealt with among other variables due to the importance of its institutional governance role in various sectors and its positive impact on job performance and job and ethical behavior in a way that serves the interests of all relevant parties and serves the public interest. For future studies, researchers recommend more conducted studies concerning institutional governance on performance enhancement by other dimensions as well as employee behaviors, and ethical issues in different organizational environments.

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