



A FIELD INVESTIGATION ON THE PROFESSIONAL QUALIFICATIONS OF THE PERSONNEL OF THE DISTRICT WORKS IN THE CONTEXT OF OCCUPATIONAL PERCEPTION AND ATTITUDES FOR RELIGIOUS DUTIES

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Abstract

This study is a field study conducted in order to determine the relationship between some variables related to professional competence levels and professional perception and attitudes of religious officials working in the religious services class within the Presidency of Religious Affairs. The personal information form prepared for this purpose was applied to 433 religious officials working in Bilecik Provincial and District Mufti Offices on August 2018-November 2018.

SPSS v22.0 package program was used in the statistical analysis of the data obtained in the study. In the analysis of the data, descriptive statistics such as frequency analysis, T (Student) and F (Variance) tests, arithmetic mean, standard deviation, and percentage were used. Analysis was used.

As a result of the research; the level of professional competence of the professors, the satisfaction of the profession and the place of duty, the status of whether or not they like to do the job, whether they are sufficient in terms of professional knowledge and skills, and if there are appropriate conditions, there is a significant difference according to the situation of thinking about leaving the profession $p < 0.05$; the level of professional competence of those who are not satisfied at the place of duty and those who are slightly satisfied is quite low compared to those who are satisfied with the place of duty, the occupational competency levels of those who partially enjoy their profession are lower than those who enjoy the profession completely, the level of professional competence of those who indicate that they are sufficient in terms of professional knowledge and skills is higher and that the proficiency levels of those who declared that they could leave their profession in case of suitable conditions were lower than the others.

Keywords: Presidency of Religious Affairs, Religious Services, Professional Competence, Professional Field Knowledge.

1. INTRODUCTION

1.1. Subject, Purpose and Importance of Research

Religious officials, from 7 to 70 in communication with people of all ages, which advises on religious matters is a person who actively participate in all processes related to religion needed.

To carry out the services of the religious services in a more efficient, more efficient and better quality, to have the professional knowledge and general knowledge of the religious staff in the first place, to have the professional knowledge, to apply this knowledge effectively in his / her task depends on the ability to apply all the religious practices required by the profession. It is very important both for the institutional and the social aspects that the personnel of the Religious Affairs, which carries out a very important task such as religious duty, has this equipment. This research is done by the Religious Affairs Directorate of the Religious Affairs Directorate of Religious Affairs in connection with the Religious Affairs staff (Imam-Hatip, Muezzin-Kayyim, Koran Course Tutorial) professional competence levels and some of the professional It is a field research conducted to determine the relationship.

This study aims to determine the status of religious officials in the religious services class in terms of professional competence perceptions, religious counseling and guidance, occupational field knowledge, professional pedagogical formation, professional skills and application competencies, and thus to increase their professional competence levels from the current situation to higher levels. It is important to make a more effective and efficient religious service.

1.2. Problem Sentence and Hypotheses

In this study, ada a significant relationship between the level of professional competence of religious officials and the level of satisfaction with the place of occupation and occupation, whether or not they like to do the job, the status of being proficient in professional knowledge and skills, and in case of suitable conditions, whether they want to quit the profession or not is the main problem of the research.

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The hypotheses of the study were established in the context of the basic question expressed in the problem part of this study, which examined the professional proficiency levels of religious officials under the Presidency of Religious Affairs by their perceptions:

1. There is a significant relationship between the professional competences of religious officials and their professional perceptions and attitudes.
2. Satisfaction of the officers from the place of duty and profession, whether or not they like to do the job, whether they are sufficient in terms of professional knowledge and skills, and in case of appropriate conditions, whether they want to leave the profession or not, affect their professional competences.
3. The level of professional competence differs significantly from the job satisfaction level. The level of professional competence of those who are not satisfied with their positions and who are slightly satisfied is quite low compared to those who are satisfied.
4. The level of professional competence differs significantly from job satisfaction. Those who are partially satisfied with their profession are at a lower level than those who are satisfied with their profession.
5. The level of professional competence differs significantly from the profession to the situation of making. The level of professional competence of those who partially like to do their job is lower than those who love the profession completely.
6. The level of professional competence differs significantly from the level of professional knowledge and skill. The level of professional competence of those who stated that they are sufficient in terms of professional knowledge and skills is at a higher level.
7. Level of professional competence, professional pedagogical formation, religious counseling and guidance, occupational field knowledge and professional skills and levels of practice vary significantly in case of appropriate conditions. The proficiency level of those who stated that they could leave their profession in these dimensions is lower than the others.

1.3. Research Assumptions

- The ini Professional Qualification Scale geçerli used for data collection in the study is a valid measurement tool to measure the professional competences of religious officials.
- The sample of the research represents the universe.
- The subjects filled the questionnaires and scales without any influence.

1.4. Limitations of the Research

This study was conducted between August 2018 and November 2018 with the participation of 433 religious officials in the questionnaire including the questions Personal Information Form "and Proficiency of Profession Proficiency Scale. Considering the assumption that the professional qualifications of the clergy, their professional perceptions and attitudes may change over time, this study is limited to the time period and the questions used in the research.

2. METHOD

2.1. Method of Research

This study is a descriptive research and survey method was used. The survey method is a type of research which is widely used in social sciences (Karasar, 1999, 81) and tries to identify and describe a situation, facts and events that existed in the past or at present, on large groups (Karakaya, 2001, 59).

2.2. Universe and Sample

The population of the research consisted of 465 religious officials, who served as a teacher of Imam-Hatip, Muezzin-Kayyim and Qur'an courses in Bilecik, Bilecik and Muabis, in the provinces, districts, towns and villages of Bilecik and Bilecik Mufti).

The sample of the study consisted of 433 personnel who participated in the meetings held by the Mufti's Office every month in a customary manner except for illness, leave and official excuses. The sample of the study has almost all the percentage of the universe (91%) to increase the reliability of the result obtained.

2.3. Data Collection Tools of the Research

In order to collect data for the study, data collection tools suitable for our study were determined. In this context, in the study, the participants will be informed about the gender, the place they are doing in the institution, the place where they work, whether or not they like to do the job, the satisfaction of the profession, the self-sufficiency in terms of professional knowledge and skills, and the ability to leave the profession in the event of appropriate conditions. "Personal and Professional Information Form. prepared for the purpose of Kaya Professional Competency Scale of Religious Officers düzey developed by Kaya and



Turan (2013) was used to determine the professional competence levels of the personnel together with their sub-dimensions.

2.4. Scales and Reliability Analyzes

2.4.1. Reliability Analysis of Religious Proficiency Scale for Professional Competence

In order to measure the level of professional competence of the participants, reliability analysis was used to determine whether the Professional Competency Scale, which consists of 20 items, was suitable for analysis, the sample volume was sufficient and the data were randomly distributed.

Reliability is defined as consistency between the responses of individuals to scale items (Büyüköztürk, 2016, 181). Reliability analysis is a method developed to evaluate the characteristics and reliability of the tests, questionnaires or scales used in the measurement. Depending on the Cronbach yorumlans Alpha (α) coefficient, the reliability of the scale is interpreted as follows.

- If $0.00 \leq \alpha < 0.40$, the scale is not reliable.
- If the scale is less than $0.40 < \alpha < 0.60$,
- $0.60 \leq \alpha < 0.80$ if the scale is quite reliable
- $0.80 \leq \alpha < 1.00$, If the scale is a highly reliable scale.

The reliability coefficients of the scale and the sub-dimensions used in the questionnaire are shown in the table below.

Table 1: Results of Reliability Analysis of Professional Competence Scale

Ölçek	Cronbach's Alpha	Number of Items
Religious Counseling and Guidance	0,877	5
Vocational Area Knowledge	0,929	8
Occupational Pedagogical Formation	0,753	5
Professional Skills and Practice	0,781	2
TOTAL	0,935	20

The reliability coefficient (0.935) was found to be highly reliable for the entire professional competence scale. In the sub-dimensions, highly reliable, professional pedagogical formation and professional skills and application dimensions with religious counseling and guidance and professional field knowledge dimensions were found to be highly reliable. According to these results, the professional competency scale is suitable for analysis. These results indicate that the "Proficiency Scale of Profession of Religion" which we use in our study is valid and reliable.

2.4.2. Duties and Scoring of Profession of Religious Affairs

The concept of qualification generally refers to the knowledge, skills and attitudes that an individual needs to fulfill their roles in accordance with the objectives and objectives of the institution (Şahin, 2004, 1). Professional qualification refers to the characteristics that must be possessed in order to successfully fulfill a profession in a professional manner (Turan, 2013, 50). Professions are the fields of specialization in which specialization areas are specialized. In this context, each line of business has its own specific qualifications and forces its employees to adapt to these professional qualifications. In this study, taking into consideration the professional qualification criteria prepared by the Presidency of Religious Affairs in order to increase the professional performance of the religious officials working at different levels of the institution, the Imam-Hatip, Müezzin-Kayyım and Koran Course Tutorials ada are taken into consideration. and Turan (2013).

The Occupational Competency Scale of Religious Officers inin is a scale for determining the professional competence levels of religious officials. The "Religious Attendance Professional Qualification Scale", which is prepared in four degrees in Likert type, consists of four subheadings; Maktad Religious Counseling and Guidance toplam consists of 5 items, "Professional Field Knowledge" 8 items, "Professional Pedagogical Formation" 5 items and "Professional Skills and Practice" consists of 20 items. The items in the scale were arranged as katıl I disagree "= 1 point," I agree partially "= 2 points,, I mostly agree 2 = 3 points and " I fully agree 1 = 4 points and were scored as indicated. The lowest score is 20 and the highest score is 80. In the sub-dimensions, the lowest score from the 5 Religious Counseling and Guidance indan field is 5, and the highest score is 20; The lowest score to be obtained from the field of 32 Professional Field Knowledge, is 8, and the highest score is 32; The lowest score that can be obtained from the field of puan Professional Pedagogical Formation asyon is 5 and the highest score is 20; The lowest score that can be taken from the tedir Professional Skills and Practice en field is 2 and the highest score is 8.



2.5. Data Collection Process

In this study, a questionnaire was applied in order to determine the professional competence levels of religious officials. Necessary permissions were obtained from the relevant official institutions (Bilecik Governorship, Bilecik Provincial Mufti Office) before the implementation of the survey and the survey was conducted by the researcher between August 2018 and November 2018. The questionnaires were distributed to 433 religious officials by the researcher, who were in the religious service class in Bilecik Province and in the districts. Before the questionnaires were filled in, the personnel were informed about the research and the questions of the participants were answered in an understandable way during the application. The questionnaire forms were collected by the researcher himself immediately after the completion of filling process, and 14 questionnaire forms which were either inaccurate or incomplete enough to be evaluated were excluded from the evaluation.

2.6. Statistical Analysis Used in Data Analysis of Research

SPSS (Statistical Package for Social Sciences) v22.0 package program was used for the statistical analysis of the data obtained from the study. In the study, Correlation Analysis was used to measure the relationship between variables. It was tested by T (Student) and F (Variance) tests whether the professional competence levels of the participants differed according to some variables related to their occupational perception and attitudes.

3. FINDINGS

In this section, the data obtained from the questionnaire on the relationship between the professional and qualitative variables related to the personal and professional characteristics of the religious officials who work in the religious service class in the districts of Bilecik and their perceptions and attitudes related to their professions are presented in tables.

3.1. Findings Related to Personal and Professional Characteristics of Religious Officers

Table 2: Gender Distribution

Gender	PeopleNumber	Ratio (%)
Female	118	28,2
Men	301	71,8
Total	419	100,0

28.2% of the participants were women and 71.8% were men.

Table 3: Your Duty Task People

Duty	People Number	Ratio (%)
İmam-Hatip	220	52,5
Contracted İmam-Hatip	26	6,2
Acting İmam-Hatip	4	1,0
Müezzin Kayyım	52	12,4
Quran Course Tutorial	48	11,5
Teaching the Quran Course Tutorial	7	1,7
Temporary Quran Course Tutorial	62	14,8
Total	419	100,0

52.5% of the participants were Imam-Hatip, 14.8% were Temporary Koran Course Tutorial, 12.4% were Müezzin-Kayyım, 11.5% were Staffed Koran Course Tutorial, 6% 2 of them have contracted İmam-Hatip, 1.7% of them have been instructed as a Quran Course Tutor and 1% are acting as İmam-Hatip.

Table 4: Education Status Distribution

Education Person	People Number	Ratio (%)
İmam Hatip High School	99	23,6
Associate Degree in Theology	202	48,2
Other Associate Degree	30	7,2
Faculty of Theology (Formal)	30	7,2
Faculty of Theology Undergraduate Completion	31	7,4
Other Degree	23	5,5
Master of Science	4	1,0
Total	419	100,0



Depending on the level of education and training received by individuals, it is known that there will be an obvious differentiation in personal development, attitudes and behaviors towards events and events. In this respect, 23,6% of the students of Imam-Hatip High School, 48,2% of Divorce Associate Degree, 7,2% of the Associate Degree, 7,2% of the Faculty of Theology (Formal) It is seen that 7.4% of the Faculty of Theology has a Bachelor Degree, 5.5% have a Bachelor's Degree and 1% have a Master's degree.

According to the results in the table, nearly half of the clergy (48.2%) are associate degree graduates, indicating that the level of education and education within the staff of the Department of Religious Affairs is increasing. This situation is a result that will bring positive results in increasing the quality of religious services performed for the society, whose educational level is increasing day by day (Dağcı, 2010, 33).

As a matter of fact, in a study conducted on the students of the Faculty of Theology of Kayseri Erciyes University, it has been determined that there is a clear differentiation in the attitudes and behaviors of individuals towards personal development, phenomena and events depending on the education and training process they take. In this study, it was determined that almost all of the students (95.1%) changed their knowledge, thought and behaviors after they started their education in the Faculty of Theology (Taştan, Kuşat and Çelik, 2001, 169-188). In this study, it can be said that the majority of the religious officials are 76% as at least an associate degree, so that they can be more efficient in meeting the needs of society in terms of both professional knowledge and behavior.

3.2. Findings of Relative Relationships between the Variables of the Perceptions of the Religious Officers Related to Their Professions and Their Professional Competences

Table 5: F Test Results Examining the Difference of the Level of Professional Competence of the Level of Work

Scale / Dimensions	Duty Satisfaction	Number of People	Average	Std. Deflection	F	Significance (P)
Religious Counseling and Guidance	I'm not at all satisfied	15	13,27	4,317	14,436	0,000
	I'm a bit satisfied	134	14,27	3,425		
	Very satisfied	270	15,97	3,255		
Professional Area Knowledge	I'm not satisfied	15	16,27	5,800	9,623	0,000
	I'm a little satisfied	134	19,31	5,116		
	Very satisfied	270	21,01	5,124		
Occupational Pedagogical Formation	Not at all satisfied	15	10,33	4,012	11,330	0,000
	I'm a little satisfied	134	12,54	3,180		
	Very satisfied	270	13,61	3,101		
Professional Skills and Practice	Not at all satisfied	15	5,33	1,718	14,905	0,000
	I'm a little satisfied	134	6,14	1,537		
	Very satisfied	270	6,78	1,314		
TOTAL	I'm not at all satisfied	15	45,20	13,883	16,407	0,000
	I'm a little satisfied	134	52,26	11,120		
	Very satisfied	270	57,37	10,654		

According to the results of the F test, which shows that there is a significant difference in the level of occupational competence according to the satisfaction of the place of duty, p value of <0.05 was found for all dimensions. There is a significant difference between the means according to this value. That is, the level of professional competence differs significantly from the job satisfaction level. The level of professional competence of those who are not satisfied with their positions and who are slightly satisfied is quite low compared to those who are satisfied. According to the total score of the professional competency scale, when the examination is made, it is seen that the significance level of the scale is $p=0.000<0.05$, meaning that there is a significant difference between the means.



Table 6: T Test Results Examining the Difference of Professional Proficiency Level According to Profession

Scale / Dimensions	Making fondly Profession	Number of People	Average	Std. Deflection	t	Significance (P)
Religious Counseling and Guidance	Yes	392	15,55	3,330	14,537	0,000
	Partially	24	12,29	3,793		
Professional Area Knowledge	Yes	392	20,53	5,106	7,667	0,001
	Partially	24	17,54	6,304		
Occupational Pedagogical Formation	Yes	392	13,27	3,118	4,678	0,010
	Partially	24	11,75	4,571		
Professional Skills and Practice	Yes	392	6,61	1,377	12,978	0,000
	Partially	24	5,42	1,840		
TOTAL	Yes	392	55,96	10,755	12,429	0,000
	Partially	24	47,00	15,225		

According to the results of the t test, which shows whether there is a significant difference in the level of professional qualification according to the profession, the significance value for all dimensions was found to be $p < 0.05$. There is a significant difference between the means according to this value. That is, the level of professional competence differs significantly according to the profession. The level of professional competence of those who partially like to do their job is lower than those who love the profession completely. For the total score of professional competence, the significance value was found to be $p < 0.05$. In general, the level of professional competence varies significantly according to the profession.

An employee must have a positive attitude towards his / her profession in order to achieve the desired level of performance (Gündüz, 2003, 32). According to Kaya and Nazıroğlu (2008), the attitudes of individuals towards a profession affect the professional success of that individual. The table below shows whether the level of professional competence differs significantly from job satisfaction.

Table 7: T Test Results Analyzing the Difference of Professional Competence Level According to Occupational Satisfaction

Scale / Dimensions	Profession Satisfaction	Number of People	Average	Std. Deflection	t	Significance (P)
Religious Counseling and Guidance	Yes	382	15,63	3,327	18,080	0,000
	Partially	33	12,45	3,420		
Professional Area Knowledge	Yes	382	20,58	5,142	9,390	0,000
	Partially	33	18,00	5,437		
Occupational Pedagogical Formation	Yes	382	13,27	3,148	3,712	0,025
	Partially	33	12,27	4,049		
Professional Skills and Practice	Yes	382	6,63	1,360	13,817	0,000
	Partially	33	5,58	1,855		
TOTAL	Yes	382	56,10	10,868	13,717	0,000
	Partially	33	48,30	12,809		

According to the results of the t-test, which shows whether there is a significant difference between the level of professional competence and the satisfaction of the profession, the significance value for all dimensions was found to be $p < 0.05$. There is a significant difference between the means according to this value. That is, the level of professional competence differs significantly from job satisfaction. Those who are partially satisfied with their profession are at a lower level than those who are satisfied with their profession. When we look at the difference between total score of occupational competence level and job satisfaction level, it is seen that the significance level is $p = 0.000 < 0.05$; in other words, it is understood that the level of professional competence in general has a significant difference according to the satisfaction level of the profession.

Based on these data obtained from the table, we can state that individuals should have a positive attitude towards the profession in order to be successful in their professions, and that the positive attitudes of religious officials contribute to the professional competence. However, it should be noted here that religious officials have high professional attitudes, are able to fulfill the profession of religious duty, are professionally successful and they are interested in the profession of religious duty so that they can be more beneficial to the society and love their profession, as well as their professional knowledge and skills also needs to be high. Because without a professional qualification, we can say that there will be no positive



professional attitude towards religious duty and therefore professional competence and professional attitude concepts are two elements that support and complement each other.

Table 8: F Test Results Examining the Difference of Professional Competence Level According to Proficiency in Professional Knowledge and Skills

Scale / Dimensions	Proficiency Status	Number of People	Average	Std. Deflection	t	Significance (P)
Religious Counseling and Guidance	Totally adequate	63	16,60	3,377	11,422	0,000
	Enough	227	15,68	3,314		
	Partially adequate	120	14,26	3,426		
	Insufficient	9	11,78	1,922		
Professional Area Knowledge	Totally adequate	63	22,92	5,895	16,100	0,000
	Enough	227	20,74	4,988		
	Partially adequate	120	18,55	4,500		
	Insufficient	9	14,00	4,093		
Occupational Pedagogical Formation	Totally adequate	63	14,54	3,431	12,486	0,000
	Enough	227	13,46	2,987		
	Partially adequate	120	12,08	3,219		
	Insufficient	9	10,11	2,261		
Professional Skills and Practice	Totally adequate	63	6,81	1,512	6,029	0,001
	Enough	227	6,70	1,376		
	Partially adequate	120	6,08	1,406		
	Insufficient	9	6,11	2,147		
TOTAL	Totally adequate	63	60,87	12,363	17,966	0,000
	Enough	227	56,57	10,324		
	Partially adequate	120	50,97	10,584		
	Insufficient	9	42,00	8,215		

According to the results of the F test, which shows that there is a significant difference in terms of professional competence level in terms of professional knowledge and skill, the significance value for all dimensions was found to be $p < 0.05$. There is a significant difference between the means according to this value. That is, the level of professional competence differs significantly from the level of professional knowledge and skills. The level of professional competence of those who stated that they are sufficient in terms of professional knowledge and skills is at a higher level. For the total score of the professional competence scale, the significance value was $p = 0,000 < 0.05$. According to this value, there is a significant difference between the averages for general proficiency level.

Table 9: F Test Results Examining the Difference of Professional Qualification Level in Terms of Appropriate Conditions

Scale / Dimensions	Dismissal Status	Number of People	Average	Std. Deflection	t	Significance (P)
Religious Counseling and Guidance	Yes	43	13,23	3,760	13,838	0,000
	No	327	15,77	3,296		
	Undecided	49	14,22	3,380		
Professional Area Knowledge	Yes	43	18,35	5,769	3,333	0,037
	No	327	20,51	5,040		
	Undecided	49	20,55	5,888		
Occupational Pedagogical Formation	Yes	43	12,49	3,667	1,161	0,314
	No	327	13,27	3,052		
	Undecided	49	13,00	3,974		
Professional Skills and Practice	Yes	43	5,72	1,817	11,168	0,000
	No	327	6,69	1,308		
	Undecided	49	6,12	1,691		
TOTAL	Yes	43	49,79	12,855	6,770	0,001
	No	327	56,23	10,585		
	Undecided	49	53,89	13,259		



According to the results of the F test, which shows that there is a significant difference in the level of occupational qualification, if there are appropriate conditions, the significance level of $p < 0.05$ was found for the dimensions other than the vocational pedagogical formation. According to this value, there is a significant difference between the means for the dimensions other than the occupational pedagogical formation dimension. That is, religious counseling and guidance, professional field knowledge and professional skills and application levels, if there are appropriate conditions differ significantly according to the situation of quitting the profession. The proficiency level of those who stated that they could leave their profession in these dimensions is lower than the others.

When the difference between the averages according to the total score of the Professional Competence Scale is examined, it is seen that the significance level is $p = 0.001 < 0.05$ and there is a significant difference between the means for the general competence level. In other words, professional competence level in general differs significantly according to the situation of leaving the profession.

4. CONCLUSION AND RECOMMENDATIONS

Today we carry out tasks related to religious services in Turkey, was established to enlighten society about religion and managing places of worship Religious Affairs attached to serving as chaplain of the tasks most beautiful and efficiently succeed without professional direction by doing, can occur in the positive aspects of the professional attitude and be more useful to society; their professional knowledge and skills, ie their professional qualification levels. Because the attitudes of individuals towards a profession affect the professional success of that individual (Kaya and Nazıroğlu, 2008, 25-53), and their professional success contributes to the positive change in the attitude of the individual towards his / her profession. As a result of this research, which aims to determine the relationship between some variables related to occupational perceptions and attitudes of religious officials;

- It was determined that the level of occupational competence varied significantly from the place where the task was performed, and it was found that the level of occupational competence of those who were not satisfied at the place of duty and who were slightly satisfied at the place of duty was quite low.
- There is a significant difference between the level of vocational proficiency level of the profession and the level of doing professionally. The level of professional competence of those who partially enjoy the profession is lower than the ones who completely enjoy their profession.
- There is a significant difference between the level of professional competence and the satisfaction level of the professional professions $p < 0.05$, and those who are partially satisfied with the profession are at a lower level than the ones who are satisfied with the profession.
- There is a significant difference between the level of professional competence and the level of professional knowledge and skill.
- There is a significant difference in terms of occupational proficiency level in case of appropriate conditions, $p < 0.05$, there is a significant difference between the means for the dimensions other than vocational pedagogical formation dimension, religious counseling and guidance, vocational field knowledge and professional skills It is determined that the proficiency level of the ones who stated that they can leave their profession in these dimensions is lower than the others.

I would like to make the following suggestions based on these results:

- For religious officials to be more effective and more beneficial to society; Firstly, the personnel who will work in the Presidency of Religious Affairs for the first time are selected from those who are equipped in the fields of an Religious Counseling and Guidance ", Professional Field Knowledge", Professional Pedagogical Formation "and Professional Skills and Implementation, the educational institutions (Imam-Hatip High Schools, Theology Faculties), which are the personnel resources of the institution, have taken the theoretical and practical courses into their curricula in accordance with the requirements of their duty fields and the acquisition of their vocational qualifications, and the current clergy Religious Counseling and Guidance Encouraging development with some motivating arguments (Umrah, certificate of achievement, etc.) for the continuity of existing gains in Professional Pedagogical Formation and in Professional Skills and Implementation gesi areas, and occasionally in-service training activities It was thought that it would be useful to regulate.

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