

2. Self-drive and workplace enthusiasm had the most significant influence in the social sector, with an arithmetic average of 4.61.
3. The outcomes verified that in the psychological realm, the act of recalling Allah's blessings took a leading position in terms of its impact, achieving an arithmetic average score of 4.59.
4. Regarding the value category, the most significant outcome observed in the field of value was the transitive benefit, with arithmetic average score of 4.56.
5. Teamwork proficiency ranked as the foremost skill acquired through experience in the endowment sector, with arithmetic average rating of 4.39.
6. In its conclusion, the results emphasized several challenges that hinder the achievement of these outcomes, primarily the lack of qualification and development in the endowment field, which had an arithmetic average rating of 4.42.

**The study also put forth several recommendations, among which the most crucial ones are:**

1. Developing awareness and educational programs that focus on the impacts of endowments for all relevant parties, including (endowers, superintendent, workers, and endowment recipients).
2. Creating a standard for the ethical and moral competencies of endowment workers.
3. Conducting focused research on the objectives of endowments for, endowers, superintendent, and workers.

**Keywords:**

(Educational Impacts, Endowment Entity, Employees, Obstacles).

# **The Educational Impact on Employees in Awqaf Institutions and the Obstacles to Its Achievement from Their Perspective A Field Study**

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## **Research summary**

The study aimed to highlight the importance of Waqf (endowment) and its impact on human development in various aspects of life, while identifying the most prominent effects on employees in Waqf institutions in religious, psychological, social, economic, and cleverness dimensions. It also sought to address the obstacles that hinder the realization of these impacts from the perspective of those working within the Waqf sectors.

The researcher aimed to achieve the study objectives by applying descriptive – survey methodology. It included a random sample of employees in the Waqf sector from various regions of the country, with a total participation of (94) participants in the survey.

## **The study arrived to several results, most important of which:**

1. The significance of diligently following Allah Almighty's guidance while fulfilling one's religious obligations has become a leading influence in the field of religious education, with an arithmetic average of 4.78.