

Administrative competencies and performance evaluation for the heads of Iraqi clubs from the point of view of members of the administrative bodies, a survey

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Introducing the search

Introduction and research importance

Sports is a social movement that comes at the top of social organizations that enjoy advantages and peculiarities that are unique to them from other social systems, and in order for sports to keep pace with the development taking place in various areas of life and to bring about the desired state of change, it is necessary to provide and prepare conscious and efficient leaders to manage the sports movement, after the movement has become Sports are broad and comprehensive, in which many work and supervise huge groups of members of society and are served by large and complex institutions and organizations that require knowledge and awareness of the foundations, functions and ways to achieve the desired goals through the joint work of individuals in sports institutions.

Sports and its delay are largely related to the level of administrative leadership, and in order for institutions and organizations to achieve these goals, it was necessary for the state to organize the sports movement at its various levels in administrative and structural formulas commensurate with the nature of the sports movement as well as their compatibility with the directives of the state in its philosophy in the political, social and economic fields with the difference of these The formulas, their size and their tasks, what brings them together is the fact that the sports clubs represent the most important facilities of all these formulas, as they are one of the most prominent institutions within the sports structures in different countries, as sports clubs are administrative and social institutions that include many human segments such as members of the administrative

bodies, players, coaches, employees and fans of the club And supporters of the club's activities as it contains stadiums and gyms, and the president of the club, as an administrative leader, is the main pillar in the club's management and stands at the top of the club's administrative ladder and sets goals, planning, decision-making, coordination, follow-up and evaluation. The process of upgrading the club and raising its level, and why is this enough? The administrative role of a major role in the performance of the sports club, its evaluation has a great role in diagnosing the strength and weakness of the sports movement of the sports club.

The importance of research lies in identifying the performance of the club president from the point of view of the members of the administrative bodies in those sports clubs by taking advantage of his personal, practical and social competencies and benefiting from them in directing the available material and human capabilities to achieve the goals of the club he manages at the lowest possible cost and with reasonable effort and the best result.

Research problem

The club president is a sports and administrative leader who directs the sports movement in the club and should employ all available social energies in a good and efficient manner. This requires high-frequency administrative efforts. Therefore, it has become necessary to identify and know the administrative competencies possessed by the president of the sports club, which negatively or positively affect the management process. The club, and bringing about the desired change in the club, which includes different segments of members of the administrative bodies, coaches and players who carry different cultures whose goal is to satisfy their desires to practice the colors of sports activity. It also includes individuals who have the ability to employ their expertise to develop the sports movement through their training or supervision of sports teams , as well as investing in the media, public, social and humanitarian relations, which are reflected in their entirety on the work levels and the live interaction achieved by the club related to the goals of human life and the goals of the sports movement

The most obvious role of the club president is his work as a coordinator of the club's various activities, monitoring the implementation of policies, and taking measures and methods to ensure the achievement of the common goal. Despite these executive

functions undertaken by the club president, he cannot undertake them alone, but rather distributes them in the form of competencies and responsibilities to the other members of the group, leaving him to have oversight and general direction. Social interaction is the basis of every relationship within the group, and it is the core of the leadership process.

The members of the club's administrative bodies are the most closely related segments to the type of work and the facilities provided to these segments by the club's president, who are better able than others to estimate their performance by observing their work and activities and the method of dealing with educational, sports and training processes in the sports club, so the research problem lies in the following question: What are the competencies that the president of the sports club possesses that qualifies him to lead the management in it successfully and evaluate it through the viewpoint of his employees from the members of the administrative bodies?.

Research aims

1. Evaluation of the administrative competencies of the heads of the first-class Iraqi sports clubs for the 2019-2020 sports season from the point of view of the members of the administrative bodies of those clubs
2. Evaluation of the performance of the heads of Iraqi sports clubs of the first degree for the sports season 2019-2020 AD from the point of view of members of the administrative bodies and coaches.

Research areas:

1. The human field: members of the administrative bodies of Iraqi sports clubs of the first degree for the sports season 2019-2020.
2. Time range: from February 20, 2019 to July 15, 2019.
3. Spatial domain: the headquarters of the first-class sports clubs in Iraq.

Research procedures

Research Methodology

The researcher used the descriptive approach in the survey method for its relevance to the nature of the study.

Research community and sample:

- ✓ The research community was represented by the members of the administrative bodies of the Iraqi sports clubs of the first degree, and they numbered twenty sports clubs, comprising (145) members of the administrative body.
- ✓ While the research sample represented (75) members of the administrative body, which represents (51.7%) of the total research community.

Data collection methods:

The researcher used the following devices and tools:

(Arab and foreign sources and references, personal interviews, a questionnaire for the measure of administrative competencies for the manager of an administrative organization from the point of view of its subordinates, a questionnaire for the scale of evaluating the performance of sports club presidents, a questionnaire for the individual response to the two scales, the international information network, the Internet, a questionnaire for emptying the data for the two scales).

Steps to carry out the research:

The researcher used two scales, the first (the scale of administrative competencies for the manager of an administrative organization from the point of view of his subordinates) (1), and the second (the scale for evaluating the performance of the heads of sports clubs) (2). The researcher found that the two scales are used and codified on the Arab environment in previous studies, so the dependence on her.

First/ The measure of administrative competencies of the manager of an administrative organization from the point of view of his subordinates:

This scale was prepared (Abdul Bari Durra 1994) (5: 316) and the scale consists of (80) items distributed over (6) axes as follows:

- ✓ Axis competencies goals.
- ✓ Planning competencies axis.
- ✓ The competency hub of the organization's management and employees.
- ✓ Axis of competencies of social relations.
- ✓ Calendar axis.

- ✓ The focus of professional growth.

The items on the scale are answered according to three alternatives (he always does the work - sometimes he does not do the work) and the weights of the answer degrees are given on the scale alternatives (3-2-1) respectively, so that the upper limits of the scale degrees become (240) degrees and the lower limits (80) Degree .

Second / Scale for evaluating the performance of sports club heads

This scale was prepared (WalidKhaledHammam 2004) (7: 44). The scale consists of (45) items distributed over (5) axes as follows:

- ✓ Planning work in the sports club / 8 paragraphs
- ✓ Organization and management of work in the sports club / 8 paragraphs.
- ✓ Public and human relations / 10 paragraphs.
- ✓ Financial matters/10 paragraphs.
- ✓ Follow-up and evaluation of work in the club / 9 paragraphs.

Scientific basis for the two scales:

The researcher was not satisfied with the validity of the two scales, but she extracted the scientific bases for them as follows:

1. The validity of the two scales:

The researcher presented the two scales to professors and experts in the field of management and organization to see their suitability for the study, and they all agreed on the validity of the two scales at a rate of (100%), which indicates their enjoyment of the validity of the content.

2. The stability of the two scales:

The researcher calculated the stability of the scale (administrative competencies of the manager of an administrative organization from the point of view of his subordinates) in three ways, namely (testing and re-testing) (ThaierDawood 2020) (3: 198), and the method of (half-splitting with the Spearman-Brown equation) (ThaierDawood 2020) (3: 237), and the method (Alpha Cronbach's coefficient) (ThaierDaoud 2020) (3: 287), by applying it to (8) members of the administrative body of Al-Sulaikh Sports Club, and

they were excluded from the main work sample for the sports season 2019-2020 AD, in (Test and re-test method) Pearson's simple correlation coefficient was used between the scores of the two applications, and the calculated value was (0.874), which has a significance level (Sig) of (0.001), which is smaller than the approved significance level of (0.05), which indicates that the scale has a stability coefficient. As for the (half-splitting) method, the paragraphs were divided into two groups, the group of paragraphs that carry odd numbers and the group of paragraphs that carry even numbers, and by using the Spearman correlation coefficient between the degrees of the odd paragraphs and the degrees of the even paragraphs, the researcher obtained the calculated value of (0.892), which represents consistency. Therefore, it was corrected with the (Spearman-Brown) equation and the scale stability coefficient became (0.942), which indicates that the scale has a high stability coefficient.

The value of (Cronbach's alpha coefficient) was also extracted for the internal consistency to identify the extent of the correlation of the paragraphs with each other within the scale, as well as the correlation of each paragraph with the scale as a whole, and its calculated value of (0.933) was reached at the level of significance (Sig) of (0.000), which is smaller than the approved significance level of (0.05), which indicates that the scale has a high stability coefficient.

As for the stability of the scale (evaluating the performance of sports club presidents), it was also calculated in three ways: (test and re-test), the method (Rollon's half-segmentation equation) and the method (Alpha Cronbach's coefficient) and it was applied to the same sample. In (test and re-test method) the value reached Calculated (0.856), which has a significance level of (Sig) of (0.000), which is smaller than the approved significance level of (0.05), which indicates that the scale has a high stability coefficient.) and by correcting it (Spearman-Brown), the scale stability coefficient became (0.913), which indicates that the scale has a high stability coefficient, and the value of (Cronbach's alpha coefficient) was extracted for the internal consistency and its calculated value reached (0.928) at the significance level (Sig) of (0.000)), which is smaller than the approved significance level of (0.05), which indicates that the scale has a high stability coefficient.

The main research experience:

The researcher conducted the main experiment on 3/1/2019 by distributing measures forms (administrative competencies of the manager of an administrative organization from the point of view of its subordinates, and evaluating the performance of sports club heads) to (75) members of the administrative bodies of Iraqi sports clubs of the highest degree. The first for the 2019-2020 sports season.

Statistical laws:

The ready-made program (IBM SPSS Statistis Ver25) was used to extract the following: (Arithmetic mean, standard deviation, skewness coefficient, Pearson correlation coefficient, Rolon equation, Spearman-Brown equation to correct correlation coefficient, Cronbach's alpha coefficient, One Sample t-test).

Presentation and discussion of results

For the purpose of the research objectives and interpretation of the results, the researcher processed the data statistically according to the objectives of her study, as follows:

Presentation and discussion of the first objective:

After collecting and unpacking the data, the data were statistically processed for the administrative competency assessment scale for the heads of the first-class Iraqi sports clubs for the 2019-2020 sports season from the point of view of the members of the administrative bodies of those clubs, as shown in Table (1).

Table (1) Statistical parameters of administrative competencies by axes for heads of Iraqi sports clubs from the point of view of the members of the administrative bodies

indication	Sig	value (t)	degree of freedom	hypothetical mean	+p	s	the hub
moral	0.000	41.45	74	14	1.16	19.58	Goals competencies
moral	0.000	15.68	74	18	3.02	23.47	Planning Competencies

moral	0.001	15.05	74	20	2.95	25.12	Work management competencies
moral	0.000	6.46	74	12	2.77	14.07	Social Relationship Competencies
moral	0.003	9.41	74	16	2.33	18.53	Sufficient follow-up and evaluation of work
moral	0.000	2.08	74	12	2.72	12.66	Adequate professional growth

It is clear from Table No. (1) that the value of the arithmetic mean of the responses of the members of the administrative bodies on the paragraphs of the axis (Objective competencies) was (19.58) and with a standard deviation of (1.16) and when testing the significance of the differences between the mean scores of the sample and the hypothetical average of the axis of (14) using the t-test For one sample, the calculated t-value amounted to (41.45), and the p-value and its symbol (Sig) of (0.000) were smaller than the approved value of (0.05), which indicates that it is significant, meaning that the difference is significant in favor of the research sample.

The researcher believes that the opinion of the administrators regarding the competencies of goals axis for the heads of their clubs indicates that the heads of sports clubs have a good potential in this axis in terms of clearly defining goals and working to achieve them in line with the data of the local environment and the capabilities of the sports club. The conclusion reached by the researcher is consistent with what It was mentioned by (Abdul Hamid Sharaf 1997) “The clarity of the goal makes it easy to derive clear and specific purposes that are also suitable for achieving these purposes through the departments and sections of the sports institution so that the general goal that was previously determined by the higher management is finally achieved” (6: 72).

It is also noted from the table the results of the sample’s answers to the axis (planning competencies) that the arithmetic mean value of the answers of the members of the administrative bodies amounted to (23.47) and with a standard deviation of (3.02), and when testing the significance of the differences between the mean scores of the sample and the hypothetical average of the axis of (18) using the T-test for one sample amounted

to The calculated (T) value is equal to (15.68), and the significance level (Sig) value of (0.000) is smaller than the approved value of (0.05), which indicates that it is significant, meaning that the difference is significant in favor of the research sample.

The researcher believes that the opinion of the administrators regarding the planning competencies axis for the heads of their clubs indicates that the heads of sports clubs have a good potential in this axis in terms of clearly defining the goals and working to achieve them in line with the data of the local environment and the capabilities of the sports club. Referred to by (TimurJayi 2001) "Planning is the faithful guardian of the goals of any plan, as he focuses on these goals in general or procedural goals, and focuses attention on them, so he protects them from loss or neglect" (2:44).

It is also noted that the results of the sample answers to the axis (work management competencies) that the arithmetic mean value of the answers of the members of the administrative bodies reached (25.12) and the standard deviation (2.95) when testing the significance of the differences between the mean scores of the sample and the hypothetical average of the axis of (20) using the t-test for one sample amounted to The value of (calculated T) is equal to (15.05), and the value of the significance level (Sig) of (0.001) is smaller than the approved value of (0.05), which indicates that it is significant, meaning that the difference is significant in favor of the research sample.

The researcher believes that the opinion of the administrators about the competencies of the work management of the heads of their clubs indicates that the heads of sports clubs have a good potential in this axis in terms of clearly defining goals and working to achieve them in line with the data of the local environment and the capabilities of the sports club, that the result reached by the researcher was identical. With a study (TimurJayi 2001).

It is also noted that the results of the sample answers to the axis (competencies of social relations) that the arithmetic mean value of the answers of the members of the administrative bodies amounted to (14.07), with a standard deviation (2.77), and the calculated value of (t) reached (6.46), and the value of the significance level (Sig) of (0.000)) is smaller than the approved value of (0.05), which indicates that it is significant, meaning that the difference is significant in favor of the research sample.

The researcher believes that the opinion of the administrators regarding the competencies of social relations for the heads of their clubs indicates that the heads of sports clubs have a good potential in this axis in terms of clearly defining goals and working to achieve them in line with the data of the local environment and the capabilities of the sports club, that the result reached by the researcher was identical. With the study (Rashid Hamdoun 2001) "The club heads are the cornerstone of the administrative process because they lead the educational and educational processes in the club and participate in these very important tasks. They lead generations on which the nation will depend in building the future. It is their behavior to follow the established traditions in sports life as a practice that athletes learn in club and transfer it to the community" (4:196).

The results of the sample's answers to the axis (adequacy of follow-up and evaluation of work) are also noted that the arithmetic mean value of the answers of the members of the administrative bodies amounted to (18.53), with a standard deviation of (2.33), and the value of (T) calculated (9.41), and the value of the significance level (Sig) which is (0.003) is smaller than the approved value of (0.05), which indicates that it is significant, meaning that the difference is significant in favor of the research sample.

The researcher believes that the opinion of the administrators regarding the adequacy of following up and evaluating the work of the heads of their clubs indicates the awareness of the research sample of the heads of sports clubs who have a good potential in this axis in terms of clearly defining goals and working to achieve them in line with the data of the local environment and the capabilities of the sports club, that the result that The researcher reached it in agreement with what was confirmed by the study (Rashid Hamdoun 2001) "confirming the great importance of this axis in the administrative work in the sports club" (4: 223).

It also notes the results of the sample's answers to the axis (the adequacy of professional growth) that the arithmetic mean value of the answers of the members of the administrative bodies amounted to (12.66) and the standard deviation (2.72) and the calculated value of (t) reached (2.08), and the value of the significance level (Sig) which is (0.000) is smaller than the approved value of (0.05), which indicates that it is significant, meaning that the difference is significant in favor of the research sample.

The researcher believes that the opinion of the administrators regarding the adequacy of the professional growth of the heads of their clubs indicates that the heads of sports clubs have a good potential in this axis in terms of clearly defining goals and working to achieve them in line with the local environment data and the capabilities of the sports club. A study (Peter F. 1995) “The basis of effective leadership is thinking through the club’s mission, defining it and establishing it in a clear and clear manner that loses the goals, priorities and standards at work and keeps them” (1: 187).

Conclusions and Recommendations

Conclusions:

1. The heads of sports clubs possess the administrative competencies that qualify him to carry out his work from the point of view of the administrators.
2. That the heads of sports clubs possess the administrative skills represented by competencies (goals, work management in the sports club, social relations, follow-up and evaluation of work) from the point of view of the administrators.
3. The views of the administrative bodies in their evaluation of the administrative competencies coincided with the level of performance of the heads of their sports clubs.
4. The views of the administrators in their evaluation of the level of performance of the heads of their sports clubs coincided.
5. The possession of the heads of sports clubs with administrative competencies qualified them to obtain a positive evaluation from the point of view of the administrators.

Recommendations:

1. Conducting a periodic evaluation of the administrative competencies for the heads of Iraqi sports clubs.
2. Emphasis on the mental leadership skills of the club president (drawing strategies, setting plans and goals, and organizing administrative work compared to human and technical skills).
3. The necessity of involving the heads of sports clubs in development courses to increase their administrative competencies.

4. Holding seminars and periodic meetings between the club president and members of the administrative bodies to discuss their needs and problems and try to overcome them.
5. Giving the members of the administrative bodies sufficient freedom to exercise their leadership role in working within the sports club.

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