

# ANALYTICAL STUDY OF THE ADEQUACY OF THE PERFORMANCE OF THE REFEREES IN THE COMPETITIONS OF THE IRAQI CENTRAL ATHLETICS FEDERATION

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## ABSTRACT:

*The success of the tournaments depends on the adequacy of the performance of the employees in this field and their competence in the management of tournaments and is determined by working as one group and the level of their performance and the ability of management to use available resources and organize them in the best form and effectiveness of these championships to achieve the best levels and numbers. Performance adequacy to be the tool through which to identify the level of adequacy of performance in the management of organizing competitions in the Iraqi Central Athletics Federation*

*The search problem was determined by the following question:*

*1- How efficient is the administrative performance of organizing athletics championships.*

*The goal of the research is to apply the measure of performance adequacy of the rulers in the management of the organization of the Iraqi Central Athletics Championships.*

*The third chapter included the society and the sample of the research. The society represented by the referees in the Iraqi Central Athletics Federation (116). The sample of the research was (40) persons. The experiment was conducted on a sample of 10 persons. (40) rule in the playground of the Ministry of Youth and Sports , The fourth chapter included the presentation, analysis and discussion of the results, while chapter 5 included conclusions and recommendations*

*1 - The referees in the Iraqi Central Union have the ability to adequate performance.*

*Recommendations*

*2 - Adoption of the measure of performance adequacy and measurement of the rulers of the Iraqi Central Federation of athletics.*

## INTRODUCTION

Management is one of the main pillars of the progress and development of peoples in all aspects of life through the proper use of resources, resources and human resources, as one of the functions of the administration is to employ these abilities and resources in a positive manner and prepare individuals capable of performing their administrative duties effectively, And sports

education is one of the areas that have received a lot of development through the use of the best ways in managing the organization of tournaments to achieve the best results, and our sports institutions that have a role in the process of sports advancement are the machines Hadat Central, which has the responsibility to create individuals who can contribute to the management of the organization of tournaments in a sound and correct and

achieve the goals in accordance with international standards.

The success of the tournaments depends on the adequacy of the performance of the employees in this field and their competence in the management of tournaments and is determined by working as one group and the level of their performance and the ability of management to use available resources and organize them in the best form and effectiveness of these championships to achieve the best levels and figures.

In this sense, the researcher will implement the performance adequacy measure to be the tool through which to identify the level of adequacy of performance in the management of the organization of championships in the Iraqi Central Athletics Federation.

**MATERIALS AND METHODS:**

**Research Methodology:**

The researcher used the descriptive method in the method of surveying in the method of interrelationship between the variables of the study and its relevance to the objectives of the study, which is the method of the steps taken by the researcher to arrive at the facts related to the phenomenon to be discussed.

**Search community and sample:**

The research community is represented by the referees in the Iraqi Central Athletics Federation. The researcher used a part of the research society as a sample for research. They represented the referees in the Iraqi Central Union (40). The researcher used (10) judgments for the purpose of conducting the exploratory experiment. ) To apply the performance adequacy measure as shown in Table (1).

**Table (1) Details of sample distribution**

Sample application	Sample of the exploratory experiment	the number	the sample	
40	10	119	Rulers	
33.61%	8.40%	Percentage of the community		

**Means of gathering information, tools and devices used in research:**

Means of data collection:

- Araband foreign sources
- Experts, specialists and interviews
- Personal interviews
- International Internet Information Network
- Support team
- Hardware and tools used
- Stopwatch to identify the time taken to answer the test paragraphs and measurements used.
- Personal computer (laptop) type (Lenovo), Chinese-made

- Stadium Square and Square
- Camcorder number (1) Nikon type
- Paper and pen
- Electronic calculator
- Hand Calculator

**Field research procedures:**

The researcher relied on the performance efficiency measure used in the doctoral dissertation of the researcher (Hammam Ismail), where it included (40) paragraphs distributed over four areas. The key to the answer included five alternatives (strongly agreed, agreed, neutral, disagree, disagree) Strongly.

**Performance efficiency measure applied to the research sample:**

I do not agree strongly	I do not agree	neutral	Agreed	Strongly agreed	Fields and paragraphs for each area	
					The Federation shall issue instructions in the specificities of the organizational work for each championship for the referees and administrators	1
					Al Ittihad does not provide a sufficient number of judges and specialists in tournaments	2
					The Federation distributes the tasks and responsibilities of the referees and managers in races according to the responsibilities assigned to them	3
					The Federation organizes meetings between the referees and the resident administrators to organize the tournament	4
					The Federation does not hold periodic meetings after the end of the tournaments to assess the level of organization in order to avoid mistakes	5
					The administration of the Union does not take into account the opinions of the governors and administrators regarding the observations concerning the organization	6
					The Union depends on some of the referees and managers with extensive experience in their field	7
					The proper appearance and proper positioning of governance gives a positive aspect to good organization	8
					Psychological and emotional balance and non-submission to pressure gives positive results in the organization	9
					Integrity and justice are the characteristics of all rulers and administrators in the process of organization	10
					Allocating special budget for referees and administrators as entitlements when organizing tournaments	11
					The Union does not provide the special funds to purchase all the needs of referees and managers in tournaments	12

					There is no external financial aid to the Federation in the organization of tournaments	13
					The Union faces financial constraints that negatively affect the level of tournament organization	14
					The Federation shall develop a future marketing plan for sports to benefit from organizing the tournaments	15
					The Union's budget is sufficient to cover the requirements of the tournament	16
					Use reinforcement techniques to increase motivation for work by referees and administrators	17
					The existence of instructions specifying the requirements of the amounts allocated to the organization	18
					Follow up the views of the organizers on the financial needs and their adoption	19
					The Federation's financial budget reflects the way in which the organization appears during races	20
					The Union adopts a comprehensive vision towards the future in order to achieve its objectives	21
					The federation has purposeful and constructive plans to make changes in the tournaments to the optimal organization	22
					The Union will develop a future vision for the rulers and administrators to develop their abilities and capabilities	23
					The Federation works on the importance of quality of organization in tournaments	24
					The federation does not encourage referees and managers to innovate, create and create the means to achieve the Federation's goals in organizing competitions	25
					The Union does not use scientific research in preparing plans for the development of its work in the organization of the tournaments	26
					The Federation does not analyze the strengths and weaknesses after the completion of the races to correct them properly	27

					The Federation shall delegate powers to those who have knowledge of technical and legal matters	28
					The terms of reference between the organizers shall be determined in such a way as to prevent any inconsistency and overlap between them	29
					Formal requests are used in the event of a defect or error	30
					The Federation is working to create special stadiums	31
					Rulers and administrators use sophisticated systems of organization	32
					The Union is working on developing courses in the use and application of new equipment	33
					The Union does not work on presenting the results after the race has ended in places designated for that purpose	34
					The Union seeks to involve referees and administrators in external courses to increase their experience of what is new	35
					There is an efficient and experienced staff in the applications of the electronic system used to organize the races	36
					The administration of the Union kept abreast of the development, especially in the field of using the computer for its work in scoring points by the board and archiving	37
					The management of the Federation uses modern training programs suitable for the needs of regulators and administrators	38
					There is a manual to organize procedures and contacts among regulators during the organization	39
					The Union does not seek to involve organizers in foreign tournaments in order to increase their expertise and development	40

**Exploration Experience**

So that the researcher can ascertain the clarity of the paragraphs and their understanding and ease when answering them and the clarity of the instructions of the standards and the training of the team to assist, as well as

to identify the time taken to answer the scale and to stop the constraints that may face the researcher at the main application of the scale, and the researcher follow the scientific method of procedures in that.

The researcher conducted a pilot experiment for performance adequacy measurements on Saturday,

September 15, 2018 in the stadium of the College of Physical Education and Sports Sciences in Jadiriya on part of the sample of the research, the number of (10) rulers.

**Main experience**

The researcher, with the assistance of the assistant working team, applied the standard to the sample members of the application sample (40) for the period from Friday 25/10/2018 until Saturday, 26/10/2018, at the playground of the Ministry of Youth and Sports.

**Statistical means**

The researcher used the statistical bag (SPSS) for the purpose of processing the results.

**RESULT AND DISCUSSION:**

The researcher identified the sample level by extracting the mean and arithmetic mean and then testing (t) to verify the significance of the differences as shown in Table (2)

Table (2)

Showing the arithmetic mean, standard deviation, torsion coefficient, calculated value (t), and significance value of t

Difference type	Value of significance	Calculate d value (t)	Torsion coefficient	standard deviation	Arithmetic mean	Variables
moral	0.029	2.266	0.601	23.30572	116.3500	Performance efficiency measure
108				The mean medium		

The significance value is significant if it is <0.05

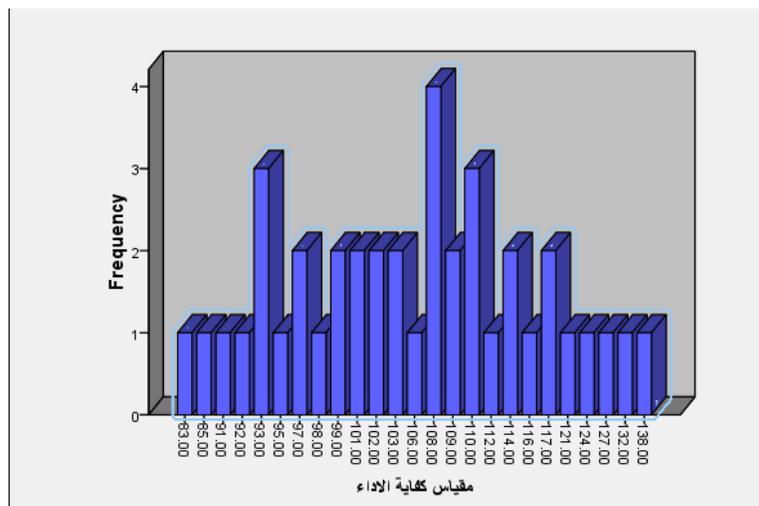


Figure (1)

The grade level and frequency obtained by the application sample show the performance efficiency measure

The results of the T test showed that there were statistically significant differences in the mean of the scale, with a mean value of 0.029 which is smaller than

the significance level (0.05) ) As well as that the level of the mean of the account achieved greater than the value of the mean mean of the scale and as in Table (1), indicating that the rulers of the Iraqi Central Athletics Federation are characterized by adequate performance, and attributed to the researcher that they have long

experience in the management of sports work, Higher levels, as well as higher level of sufficiency This can be achieved by increasing social interaction and by providing a positive atmosphere in team work. This is what distinguishes work in the sports field from other fields. All these factors made the Union's rulers enjoy high performance competencies.

The referees of the Union have been practicing effectively and efficiently for the performance, and focused their attention on achieving the adequacy of performance according to future criteria based on strategic objectives, as well as that the individual governance will develop itself through the opportunities available to him to prove his efficiency and to distinguish from others and this is the spirit The competition, which gives a commitment to the sample, is "performance-based," allowing behavior and action in a given context,

and its content consists of complex knowledge, skills, abilities and trends, as well as the individual who has acquired, raised, recruited and employed them in order to confront a problem and solve it in a specific situation.

As the interest and increase of them, leads to the availability and provide more opportunities for success as well as the provision of various services and help in the improvement and development of governance and the adequacy of the performance of the individual functions and administrative functions is not instinctive, as skills can be acquired and learned and developed through experience, refinement and rehabilitation and study, Which invests its skills and modern management methods to achieve the success of the work and achieve the objectives of the institution, and take into account the use of modern administrative methods and elements is the first line against failure.

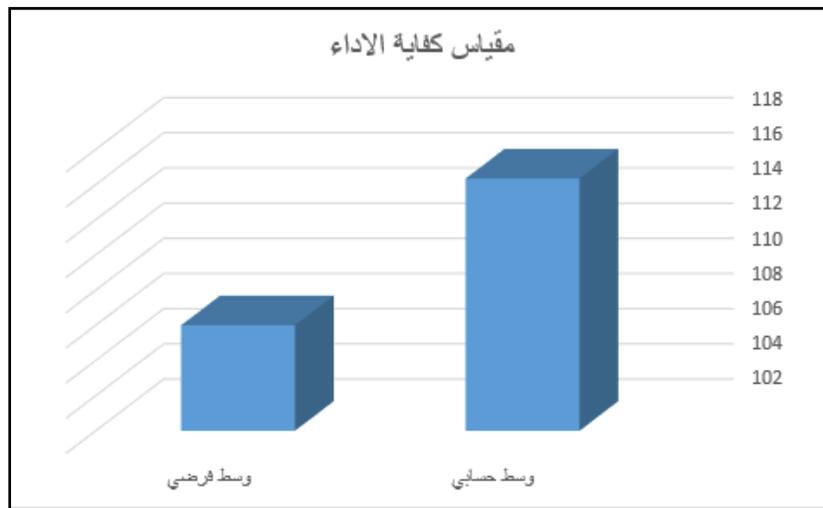


Figure (2)

Demonstrates the difference between the mean mean and the computational medium obtained by the sample for the performance adequacy measure

**CONCLUSIONS:**

- The referees in the Iraqi Central Union have the ability to adequate performance.

**ENDORSEMENT:**

- Adoption of the measure of adequacy of performance and measurement of the governors of the Central Iraqi Federation of athletics.

- The necessity of research in other administrative aspects that were not addressed by the researcher on the same sample.
- Emphasize the development of programs and courses for the adequacy of performance on the rulers of the Iraqi Central Federation of athletics.

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