

ANALYTICAL STUDY OF THE BEHAVIOR OF ORGANIZATIONAL CITIZENSHIP IN THE TRAINERS OF SOME OF THE ELITE GAMES OF ELITE CLUBS IN IRAQ AND THEIR ASSISTANTS

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ABSTRACT

The study aimed at analyzing the behavior of the organizational citizenship of the trainers of some of the elite games for the elite clubs in Iraq and their assistants. The researcher used the descriptive method in the case study method on a sample of the supervisors of the training process for some of the elite games for the elite clubs in Iraq represented by the trainers and their assistants (94) (2017/2018) For each of the games (football, volleyball, basketball, volleyball), the sample of the research was chosen by the intentional method by (100%) to be the total sample, which was divided later in accordance with the requirements of the methodological procedures to three samples, the researcher followed the systematic steps sequentially to achieve adaptation to the preparation of this measure, and applied to the sample application and the treatment of results statistically SPSS system, and concluded that the trainers of some of the elite games for elite clubs in Iraq and their assistants need to support the level The behavior of their citizenship and the organizational returns to the positive returns to them and their football clubs, and recommended the need to strengthen the policies of clubs in increasing this support for the conduct of regulatory citizenship in a manner suited to the nature of the tasks assigned to them.

INTRODUCTION

The citizenship behavior of an organization is to prepare for their time to help others with job-related problems, to take measures to avoid problems with other workers, and to comply with the rules, regulations and procedures of the organization, even when no one is watching you. The behavior of organizational citizenship refers to the useful organizational initiative, and behaviors that can not be applied to the basis of functional or official role obligations.

The behaviors of organizational citizenship represent behaviors that exceed routine expectations, and can contribute to organizational effectiveness and success in

many ways. This behavior has been studied in various disciplines including marketing, economics, and human resources management. This extra interest in studying the behavior of organizational citizenship based on results Which lead to improved organizational effectiveness across them.

The importance of organizational citizenship behaviors as a tool to deepen the awareness of the importance of the spirit of collective action, as well as the dissemination of the language of cooperation and participation, and a window to encourage entrepreneurship and creative ideas, and contribute to the promotion of the cases of belonging and commitment and to achieve the highest levels of performance, as well as mitigate the destructive aspects of

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destructive conflict, To create an atmosphere of organizational, collective and individual confidence and to provide transparent opportunities for the application of justice, which should govern all policies and choices of the Organization towards all parties, and develop vigilance, preparedness and preparedness among the administration, Various crises and critical situations faced by organizations and individuals, especially during the purposeful transformation processes.

The sports clubs of the various collective games seek to adopt the philosophy of improving the work of the trainers and their assistants, and provide support for everything that would achieve the positive repercussions of this process, so that the coaches can not be stripped of being part of the administrative configuration of the club and apply to them the concepts of sports management and the developments therein The study problem is the lack of local studies that take this approach in the focus of attention, because it is a phenomenon that needs to research, diagnosis and analysis of the recommendation To the solutions that increase their effectiveness and then return the productivity of this study benefit to further improve the performance of trainers.

The study of the behavior of organizational citizenship, which stems from being, contributes to improving the overall performance of the club through the management of mutual relations between trainers and their assistants, which contributes to the increase in the volume of total outputs achieved.

: The study aims to

- Prepare a measure (the behavior of organizational citizenship) for the trainers of some games (football, handball, basketball, volleyball) for elite clubs in Iraq and their assistants.
- Identify the analysis of the strengths and weaknesses in the behavior of organizational citizenship in the trainers of some of the elite games for elite clubs in Iraq and their assistants.

MATERIALS AND METHODS:

Research Methodology:

The study problem The researcher determined that the descriptive approach should be used to study the phenomenon investigated by adopting the case study method of this method to analyze the behavior of organizational citizenship.

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Search community and sample:

The boundaries of this society are determined by the operators of some of the elite games of the elite clubs in Iraq represented by the trainers and their assistants (94) individuals distributed by nature in the clubs participating in the elite league of sports (2017/2018) for each of the games (football, volleyball, , And handball), with ages ranging from (31-65) years, with different levels of training and training experience ranging from (6-32) year AD and registered officially in the four central Iraqi federations organizing their competitive tournaments in their games, P (100%) to be the total sample, and then divide it according to the requirements of the methodological procedures to three samples, each with a specific procedure (sample of 24 individuals), sample of experimentation of 8 individuals and applying 62 measure.

Measurement tool in the study:

:A measure of the behavior of organizational citizenship

The researcher adopted the image of this scale as stated in its source , which contains five areas distributed (32) paragraphs with five gradients (always, often, sometimes, rarely, never)

The initial image of the scale was adapted to be relevant to the specificity of the target sample in this study. This was followed by systematic methodological steps. The amendments were made by deliberating with the experts and specialists in this field. All the paragraphs were amended by their agreement, which represents a true and logical charity after the introduction of 80% (0.851) with a degree of freedom (22) and a level of significance (0.05) and an explanatory variance higher than (0.50).(32) paragraphs divided into (5) separate areas, including one paragraph on one term with a specific goal to be answered by choosing one of its five alternatives, which is (Always, often, rarely, never). These alternatives are graded in the calculation of their weights according to the scale (Lycart) (5, 4, 3, 2, 1) respectively in a positive direction only, and between 32-160) Degree.(

After completing the admissibility of the measuring instrument, the researcher applied the measure in the club premises for each of the four group games mentioned in the sample of the main application of (62) individuals represented by the trainers of the training process from their trainers and assistants to achieve the objectives of the study within the time period between 5/11 (2018 up to 15/12/2018) under the conditions and instructions for the scale, and after completing the procedures of application in this survey the main survey the researcher to collect

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 data on the scale and arranged in special tables in preparation for the conduct of statistical treatments.

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Total degree of field or dimension = Number of paragraphs of the selected axis × Highest weight in substrates

$$\frac{\text{Total weights of alternatives}}{\text{Intermediate mean}} = \frac{\text{Number of paragraphs}}{\text{Number of alternatives}}$$

Statistical means

The researcher analyzed the results of the study automatically by the Statistical Package for Social Sciences (SPSS) (Version 25) to extract the values of the percentage, the mean, the standard deviation, the t-test of the independent samples, and the coefficient Simple association, alpha crunch, intermediate, and person.

Total degree of scale = number of paragraphs in scale × highest weight in substrates

RESULT AND DISCUSSION:

Table (1): The descriptive statistical parameters of the application sample show the level of organizational citizenship

Torsion coefficient	standard deviation	Mediator	Arithmetic mean	The mean medium	N	measuring unit	Total score	Number of paragraphs	Name of scale
0.415	7.3	88	88.6	96	62	Degree	160	32	Organizational Citizenship Behavior

The results of Table (1) show that by comparing the mean mean (88.6) with the mean mean of 96, it is shown that the level of this mean is not exceeded. It is not possible to predict the reasons for this level of results. The scale is detailed.

Table (2):

Order the domain	The difference between the two	Correlation coefficient	standard deviation	Mediator	Arithmetic mean	The modulus operandi	Total degree of field	Number of paragraphs	Domain Name	T
the first	1.85	0.751	2.891	18	19.15	21	35	7	Innovation	1
the fourth	1.15	0.544	1.316	17	16.85	18	30	6	Courteousness	2
the third	1.61	0.331	1.285	16	16.39	18	30	6	Sport spirit	3
Fifth	1	0.744	1.071	17	17	18	30	6	Conscientiousness	4
The second	1.79	-0.831	1.147	20	19.21	21	35	7	Civilizational Behavior	5

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The descriptive statistical parameters of the application sample are shown in the areas of the measure of organizational citizenship behavior and ranking

N = (62) Unit of measurement (degree)

The results of Table (2) show that the attractiveness of the main application sample showed that the computational dynamics of all domains did not exceed the mean. This means that they are not at the level required by the trainers of some of the elite clubs in Iraq. The difference between the field and the arithmetic mean was for the field of innovation, which was ranked first, and the lowest difference in this comparison was the field of conscientiousness, which was finally ranked in this weakness. The researcher attributed the emergence of these results to the fact that the Iraqi clubs in the four games investigated are not serious in enabling the trainers to improve the behavior of organizational citizenship to them in a way that leads to the purpose of their availability, and that their programs and plans in the policy of the management of the club lacks that attention. That the presence of trainers in their training environment should be subject to many programs that improve their performance and can not be satisfied with the training tasks assigned to them, and the behavior of organizational citizenship is little, despite the existence of innovation, The researcher attributes this decline according to the descriptive results, in addition to their attraction to the paragraphs, ie, they avoid consuming a long time in complaining of the most basic problems of work, and they have an excess to facilitate the process of continuity, although they do not accept the progress of the chest, Their personal opinions and their personal experience in training, and at the same time avoid hurting or injuring the feelings of their colleagues in the training work, despite their lack of faith in the principle of consultation with them when making important decisions or affecting the policy of the club, and they are keen to complete their duties and completion Despite their opposition to the idea of implementing the directives of the members of the club's administrative board because they do not impose restrictions on their training work and wish to work freely based on their experience in dealing with the obstacles they face without relying on the guidance of others. They defend the reputation of their clubs when they are criticized Despite the lack of attendance at meetings, seminars and meetings held by the administrative body of the club.

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Organizational citizenship behaviors are important because they facilitate achievement of organizational objectives and enhance organizational performance .

One of the most important advantages of organizational citizenship behaviors at the organizational level is that they are essential to the survival of the organization, because they maximize the efficiency of the organization, enhance its high performance, make it more effective, contribute to the creation of service quality perceptions, Improve work environment, reduce turnover, help keep employees in the organization, enable employee-client relationship, and enhance organizational performance and success .

CONCLUSIONS

-- There is a weakness in the behavior of the organizational citizenship of the coaches of some of the elite games for the elite clubs in Iraq and their assistants.

- that the coaches of some of the elite games for the elite clubs in Iraq and their assistants need to support the level of behavior of their citizenship and the organizational returns of positive returns to them and their clubs.

ENDORSEMENT

- The researcher recommends the need to strengthen the policies of the clubs in increasing this support for the behavior of the regulatory citizenship in a manner appropriate to the nature of the tasks assigned to them.
- Encouraging teamwork and continuity to improve the environment that allows the application of citizenship behaviors.

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