

Standard Levels of The Scale of Administrative Merit of Leaders of Olympic Sports Federations from The Viewpoint of Employees

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DOI: 10.37648/ijrssh.v10i04.033

Received: 14th October, 2020; Accepted: 11th November, 2020; Published: 14th December, 2020

ABSTRACT

Effective management stands firmly behind the success of every activity achieved by institutions, so the progress of these institutions in achieving their goals or failure must be due to management, and since we live in a world characterized by continuous change and does not stop at a certain limit, so the greatest weight falls on the management of institutions Education in general and the management of educational sports institutions in particular should take the hand of society to advance through the proper and effective management of change. Therefore, modern administration has become concerned with every small and large, as it is a means to achieve the goals of organizations in general, and the goals of youth and sports bodies in particular, by making use of Full of all material and human resources.

Administrative merits are a matter that depends mainly on the scientific, personal, psychological, behavioral and social components of administrative management. It also requires motivation, ability, means, method, style and environment in which learning incentives are available, and we can define administrative merit as: ((It is a group of positive factors that make the right individual worthy of working in the place The appropriate, and these factors, including personal ones, including those acquired with practical experience, have a direct and indirect effect on the efficiency and effectiveness of both work, workers and customers. What is known about the individual's nature, his feelings and feelings, how to deal with these feelings, manage them and control them, and employ them positively in his various life activities, for example how Be honest and optimistic, face others and control situations of anger and sadness.

As for the recommendations: - The use of the administrative merit measure by the leaders of the national federations of the workers in the national sports federations, by adopting the measure of administrative merit in the distribution of tasks and responsibilities among their workers, and the need to encourage workers to adopt modern concepts of management according to the requirements of different situations.

INTRODUCTION

Management is an important science in all different areas of life, and it is an imperative to collectively manage work, as it is a major means to achieve the goals of various bodies, institutions and societies through the resources and capabilities available according to the efforts of the administrative leaderships. As for the administration in

sports federations, the importance of the important benefit provided by the federation towards the heroic athletes to develop their physical and skill abilities and to inform them of the importance of working for the sake of their country and its service. Administrative competence has a prominent role, so administrative practices and through what is tested or restricted from the vocabulary of work is a standard, because everything in this world is organized in

an administrative process that varies in terms of the union's ability, experience, surrounding circumstances and available capabilities. Work in the union has its own peculiarity because it deals with The task slice of the illusion of heroes is the symbol and pride of the country and how to maintain the level of skill, physical and psychological to stay as long as possible at the same level they reached. The union's members must have unmistakable experience to manage the federation and achieve the set goals. Some federations we see ignore this competency because they are not aware of its importance or because they are not convinced of its usefulness. As for the level of management of important places, the federation with expertise and experience is aware of the importance of applying administrative merit, so a successful union must deal with workers, especially athletes, each according to the position it occupies and the achievement of the work it performs. Personality is an important starting point upon which all managers and leaders in all work institutions depend, whether sports, administrative, or industrial, due to their importance, and the motives and incentives move work towards achieving goals prepared according to time plans for any project through appropriate decision-making, and the importance of decision-making and the administrative process centered on About him, as there is no successful management without making a correct decision commensurate with the situation to be changed, or finding an alternative to it and evaluating it for the success of the process, and the personality has many effects on work, including influencing relationships between individuals, perceiving problems and solving them, influencing decision-making and solving problems in proportion to the situation that passes With the manager, a good and competent manager must work to create a relationship between personality and the decision-making process determined by the ability to define the problem and the requirements for decision-making. The developed countries give great importance to the personality as one of the pillars of the success of the work and to know and apply it through the decision-making processes. These countries believe that Merit application is the secret of the success and development of their work. Its importance at work does not mean neglecting the elements of management, planning, organizing, directing, and the importance of the money factor at work. The managerial merit helps in selecting a competent manager and developing the work. The importance of the special study lies in the role played by sports federations and the goals that they aspire to

achieve, which is the achievement of sporting achievements for the champions and for all games, whose plans are developed in cooperation with the National Olympic Committees as well as with the clubs concerned with the game practicing in them. The work in sports federations is a wide and big business, so the need is dire to apply that administrative merit, and the target group in the work of the federations are the elite of the athletes, ambassadors of the nation and its best representation in international forums. Sports and its content of high-level athletes, it is logical for the president of the federation and its members to have a sports administrative merit in line with the times, because management has become an art that every administrator working in the sports field must adhere to and be in line with the boom in the world of global sports management from marketing and organizing contracts for players and sponsoring companies It has made sport a world that needs administrators with special characteristics in sports work. Athletes change their ambitions with the change of time. The federation that has a successful and comprehensive management vision is the one who achieves the planned goals. This work requires drawing up policies and time plans for the purpose of achieving them and it must work according to the administrative constants It is the economy by effort, money and time. Administrative merit preserves not deviating from the drawn plan and working seriously and sincerely to achieve Those goals, finding appropriate alternatives and choosing the best solution for them, and from the permissibility of the researcher's humble experience in administrative work as a club president for a long time noticed that there is a fundamental problem centered in the lack of awareness of some sports federations of the importance of merit, which leads to a difference and difference in the application of this merit from union to Finally, to study this problem, the researcher will build and legalize the scale of administrative merit, and the researcher hopes that it will be an evaluation guide that sports federations rely on in their work. And That the research goals

Identifying the level of the administrative merit scale of sports federations -

:Research areas

The human field: coaches of national teams working in sports federations -

- Time domain from 7/20/2020 to 10/10/2020

Spatial field: the headquarters of sports federations -

Standard levels: are standard criteria that represent the goal or purpose required to be achieved in relation to an attribute

or characteristic, that is, information that indicates what an individual should perform, and it is a qualitative assessment.

MATERIALS AND METHODS:

Research Methodology:

The research community has been identified, and they are from the administrative bodies of the Olympic Sports Federations for the sports season (2019-2020), and the research community from which the sample is taken as it is (the sample): “That part of the community that is selected according to scientific rules and principles so that the community is properly represented.” (The community for this research consists of (218) trainers and they were divided as follows, and Table (1) illustrates this.

:Research Sample

The research sample was deliberately chosen from the administrative bodies of the Olympic Sports Federations for the sports season (2019-2020), and their number

reached (163) coaches, with a percentage of (74.77). Illustrate it

)Exploratory research sample (testing the questionnaire
The exploratory sample consisted of (23) trainers selected from the original community. The two researchers experimented with measuring tools in the exploratory study.

Building and Legal Sample (sample of statistical analysis of the two measures)

The sample of building and codifying the two scales consisted of (100) coaches from the administrative bodies of the Olympic Sports Federations for the sports season (2019-2020), deliberately chosen from the total community.

Main Research Sample (Applying the Scale)

The applied research sample was chosen by the deliberate method, and the number of sample members reached (40) coaches from the administrative bodies of the Olympic Sports Federations for the sports season (2019-2020), as shown in Table (1)

Table (1)

Shows the distribution and sample of the research population and the percentage

Exploratory experience	The final application sample number	Construction and legalization sample number	Sample number	Community number	Federation name	sequence
8	-	-	8	10	football	1
5	-	-	5	8	volleyball	2
5	-	-	5	6	Wrestling	3
-	6	-	6	7	boxing	4
-	-	8	8	10	Ping Pong	5
-	6	-	6	8	Basketball	6
-	7	-	7	9	handball	7
-	21	-	21	29	Athletics	8
-	-	4	4	5	Gymnastics	9
-	-	2	2	2	Triple	10

-	-	4	4	6	Karate	11
5	-	-	5	6	Baseball and Software	12
-	-	3	3	5	Sail water games	13
-	-	2	2	4	Canoe	14
-	-	3	3	3	Rowing	15
-	-	6	6	8	Taekwondo	16
-	-	6	6	8	Bow and arrow	17
-	-	4	4	6	Fencing	18
-	-	1	1	2	Riding	19
-	-	3	3	5	Bicycles	20
-	-	8	8	10	the flying Feather	21
-	-	13	13	16	Weight lifting	22
-	-	6	6	8	tennis	23
-	-	18	18	25	Swimming	24
-	-	4	4	6	Judo	25
-	-	5	5	6	Shooting	26
23	40	100	163	218	Total	
14.11%	24.54%	61.35%	74.77%	100%	percentage	

:Finding the grades and standard levels

The researcher seeks to complete the standardization procedures of the scale by finding the grades and standard levels of the administrative merit scale of (100) administratively, through which it is possible to judge the measurement of the level of administrative merit of the research sample, and the researcher has set the standard levels using the method of Gaussian distribution (normal distribution). It is considered one of the most common distributions in the field of physical education, because many of the characteristics and characteristics that are measured in this field are close to the normal curve: (1), Figure (1), and table () shows the statistical parameters of the scale results, and Table (2) shows the degrees Raw, Z-Standard Score, and Modified Standard Score of Sample Scores after being arranged in ascending order:

Figure (1)

It shows the curve of a normal distribution (kaus)

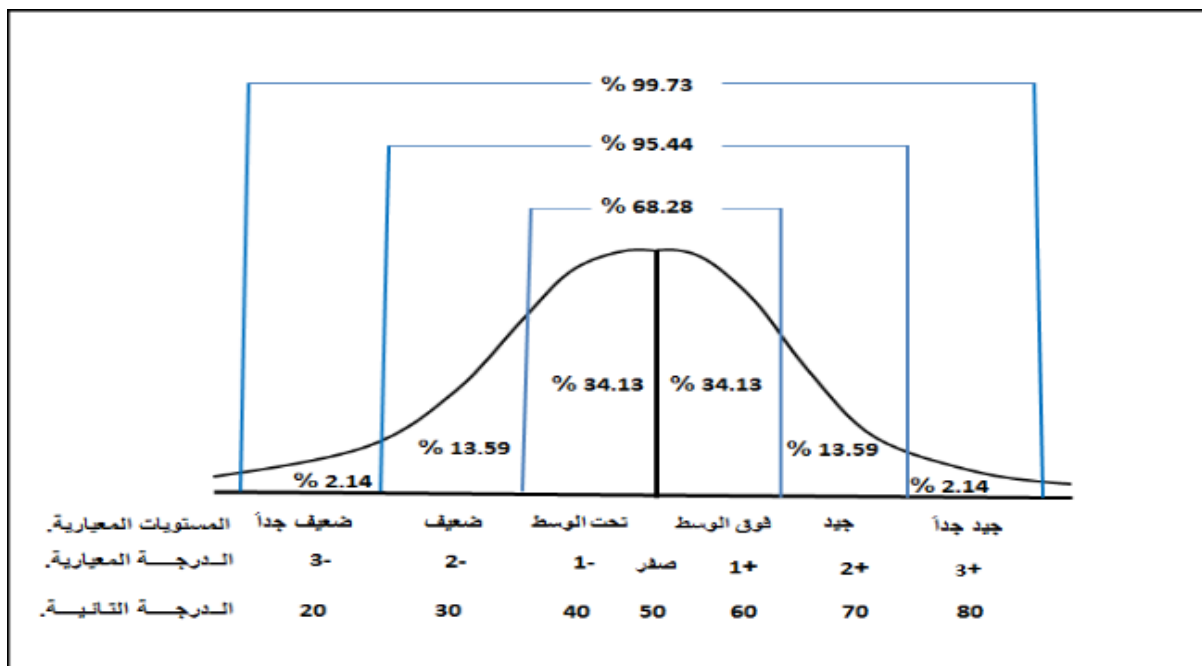


Table (2)

Term	The lowest degree	The highest degree	Coefficient of torsion	Standard error	standard deviation	Mediator	Arithmetic mean	Hypothesis	Number	measuring unit	the scale
85	193	278	0.100	2.104	21.04	238.00	238.70	180	100	Degree	Administrative merit

Shows the statistical parameters of the results of the management merit scale of the technical sample

It can be seen from Table (2) that the arithmetic mean of the rationing sample for the results of the administrative merit scale reached (238.70), with an assumed mean (180), the median (238.00), and with a standard deviation (21.04), and the standard error reached (2.104), while the torsion coefficient reached (0.100) and the highest score was (278), the lowest score (193), and the range (85). To determine the grades and standard levels for this scale, Table (3) shows the raw scores, the standard zip score and the modified standard score for the rationing sample scores after they are arranged in ascending order.

)Table (3

It shows the raw grades, the standard score, and the modified standard degree, arranged in ascending order of the administrative merit scale of the rationing sample.

Modified standard score	Standard score	Raw grade	Number	Modified standard score	Standard score	Raw grade	umber
39.21	-1.08	216.00	14	28.28	-2.17	193.00	1
39.69	-1.03	217.00	15	29.23	-2.08	195.00	2
39.69	-1.03	217.00	16	29.23	-2.08	195.00	3
39.69	-1.03	217.00	17	29.71	-2.03	196.00	4
39.69	-1.03	217.00	18	30.18	-1.98	197.00	5
40.64	-0.94	219.00	19	31.13	-1.89	199.00	6
40.64	-0.94	219.00	20	34.46	-1.55	206.00	7
41.59	-0.84	221.00	21	34.46	-1.55	206.00	8
41.59	-0.84	221.00	22	35.41	-1.46	208.00	9
42.06	-0.79	222.00	23	37.79	-1.22	213.00	10
42.06	-0.79	222.00	24	37.79	-1.22	213.00	11
42.54	-0.75	223.00	25	38.74	-1.13	215.00	12
42.54	-0.75	223.00	26	39.21	-1.08	216.00	13
Modified standard score	Standard score	Raw grade	Number	Modified standard score	Standard score	Raw grade	umber
50.14	0.01	239.00	52	43.01	-0.70	224.00	27
50.62	0.06	240.00	53	43.49	-0.65	225.00	28
50.62	0.06	240.00	54	43.96	-0.60	226.00	29
51.09	0.11	241.00	55	44.44	-0.56	227.00	30
51.09	0.11	241.00	56	44.44	-0.56	227.00	31
51.57	0.16	242.00	57	44.91	-0.51	228.00	32
52.52	0.25	244.00	58	44.91	-0.51	228.00	33

52.99	0.30	245.00	59	45.39	-0.46	229.00	34
53.47	0.35	246.00	60	45.39	-0.46	229.00	35
53.47	0.35	246.00	61	45.39	-0.46	229.00	36
54.42	0.44	248.00	62	46.34	-0.37	231.00	37
54.42	0.44	248.00	63	46.34	-0.37	231.00	38
54.42	0.44	248.00	64	47.77	-0.22	234.00	39
54.90	0.49	249.00	65	47.77	-0.22	234.00	40
54.90	0.49	249.00	66	48.72	-0.13	236.00	41
54.90	0.49	249.00	67	48.72	-0.13	236.00	42
55.37	0.54	250.00	68	48.72	-0.13	236.00	43
55.85	0.58	251.00	69	48.72	-0.13	236.00	44
55.85	0.58	251.00	70	48.72	-0.13	236.00	45
55.85	0.58	251.00	71	49.19	-0.08	237.00	46
56.32	0.63	252.00	72	49.67	-0.03	238.00	47
56.32	0.63	252.00	73	49.67	-0.03	238.00	48
56.32	0.63	252.00	74	49.67	-0.03	238.00	49
56.32	0.63	252.00	75	49.67	-0.03	238.00	50
57.27	0.73	254.00	76	49.67	-0.03	238.00	51
Modified standard score	Standard score	Raw grade	Number	Modified standard score	Standard score	Raw grade	umber
62.98	1.30	266.00	89	57.27	0.73	254.00	77
64.40	1.44	269.00	90	57.75	0.77	255.00	78
64.40	1.44	269.00	91	57.75	0.77	255.00	79
64.40	1.44	269.00	92	57.75	0.77	255.00	80
64.40	1.44	269.00	93	59.17	0.92	258.00	81

64.88	1.49	270.00	94	59.65	0.96	259.00	82
65.35	1.54	271.00	95	61.07	1.11	262.00	83
65.83	1.58	272.00	96	61.55	1.15	263.00	84
66.78	1.68	274.00	97	61.55	1.15	263.00	85
67.25	1.73	275.00	98	61.55	1.15	263.00	86
68.20	1.82	277.00	99	62.02	1.20	264.00	87
68.68	1.87	278.00	100	62.50	1.25	265.00	88

Note that (x = 238.70) (+ z = 21.04)

It is evident from the table () that the arithmetic mean of the standard scores was (0) and the standard deviation (1) and that their values are confined to (3+), which means that the standard scores are within the (normal) average level, as these values were extracted by obtaining the sample On the raw score and its equivalent in the last field of the table that represents the index score obtained after modifying the standard scores according to the equation (Z-score x 10 + 50), and for the purpose of identifying the standard levels of the scale of administrative merit, and the data in Table (3) were also tabulated and the standard levels were set The frequencies are based on the values of the standard Z-scores and as shown in Table (4)

Table (4)

It shows the standard levels of the administrative merit scale for the legalization sample

percentage	Number of administrators (iterations)	Standard level	Modified standard score	Standard score	Raw grade
4%	4	Very weak	29 or less	(- 2) and below	122 and below
14%	14	Weak	30 – 39	(1-) — (1.99-)	125-133
33%	33	Acceptable	40 – 49	(0) — (0.99-)	134-144
31%	31	Average	50 – 59	(1) — (0.01)	145-155
18%	18	good	60 – 69	(2) — (1.01)	156-163
0%	0	very good	70 and over	(2.01) and above	166 and over
100%	100	Total			

)N = 100(

It can be seen from Table (4) that the number of the sample is within a very weak level (4) by a percentage (4%), and the number of the sample is within a weak level (14) by a percentage (14%), and the number of the sample is within an acceptable level (33) by a percentage. (33%), and the sample number was within an average level (31) by a percentage (31%), and the sample number was within a good level (18) by a percentage (18%), and the sample number was within a very good level (0) by a percentage (0%), thus, the results of the administrative merit measure (5) achieved standard levels on which the sample was distributed normally.

The distribution of the sample of coaches working in sports federations within these levels is due to several reasons:

- The different views of coaches between one federation and another due to the way the federation is managed.
- The difference in the efficiency of the federations in view of the administrative background of the leadership of the federation according to the answers of the trainers.
- The managerial background of coaches varies from one union to another because of the coach's academic achievement and the difficulty of understanding the importance of management in general.
- Lack of interest in human resources management within the organizational structure of administrative work and all elements of modern management for most sports federations.

Conclusion

- That the federation is familiar with all the administrative aspects in addition to his knowledge of his specialized sport.
- Setting the future goals of each federation and reaching their achievement according to the drawn plan.

Using previous experiences as a means for the success of work -

The worthy president of the federation is a role model -

Administrative merit is a set of knowledge, skills, values, and attitudes that the employee possesses, which unite together to form a specific behavior required to perform a set of job tasks efficiently and effectively.

CONCLUSIONS:

- . An administrative merit scale was prepared for workers in sports federations -
- Reaching out to standard levels of grading for the administrative merit scale for all workers in sports federations.

ENDORSEMENT:

- . Working on the scale of administrative merit of leaders of sports federations -
- . Adopting the administrative merit scale in evaluating the unions' work -
- Conducting workshops and courses for workers in unions in administration and introducing them to the importance of administrative merit.

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