

THE REALITY OF STRATEGIC PLANNING FOR THE CENTRAL IRAQI FEDERATION BY HAND FROM THE POINT OF VIEW OF THE ADMINISTRATIVE BODIES OF THE CLUBS

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ABSTRACT:

Sports management is the basis for sports institutions that work for the development of sports clubs because the latter is one of the main pillars of the sports institution as it has become the basis for the progress and development of peoples, and is the vibrant artery of that institution, through the proper use of capabilities and resources and material and human capabilities, as the One of the tasks of the administration is to employ those capabilities and resources positively and prepare individuals who are able to perform their administrative duties effectively so as to contribute to achieving the general goals of the institution in which they work and The sample was divided into (12) individuals for the survey sample, (120) individuals for the scale building sample, and (76) individuals for the sample application and The most important search results

Building and applying the strategic planning scale, which consisted of (82) paragraphs, was reached.

INTRODUCTION

Sports management is the basis for sports institutions that work for the development of sports clubs because the latter is one of the main pillars of the sports institution as it has become the basis for the progress and development of peoples, and is the vibrant artery of that institution, through the proper use of capabilities and resources and material and human capabilities, as the One of the tasks of the administration is to employ those capabilities and resources positively and prepare individuals who are able to perform their administrative duties effectively so as to contribute to achieving the general goals of the institution in which they work.

The strategic planning is important for the sports establishment to organize its work and improve its activities, according to a system that all employees participate in within a unified vision, and a documented message, which makes the outputs a sure guide, and an indicator of its most important indicators, and the planning process should start with the spread of culture and values, through the message The goals, ending with monitoring and evaluation, and that the union's work, whether internally or externally by organizing all administrative and technical matters entrusted to it, is only accomplished through setting a strategic plan in order to obtain the maximum amount of positive results that are the goal of clubs for competition, profit and To market and improve the level of performance in the best condition, as the importance of research lies in the strategic planning used by the Iraqi Federation by hand, and the practical methods used to improve planning.

Strategic planning, which is characterized by sound and solid standards for all its components, which is policy planning, systems, structure development, operations planning, investment of resources, development of human and material capabilities in order to achieve the goals of the Iraqi Federation by hand, and gives it the ability to conduct institutional organizational analysis, and update it regularly, with the aim of Achieving comprehensive institutional development within a framework of integrated performance flexibility aimed at continuous improvement and improvement.

The Iraqi Handball Federation, despite its experience and experience, and its continuous efforts to improve its performance, simulate its counterparts from other unions, and made efforts to develop strategic plans, seeking to improve its performance, and to provide practical contributions and models in change towards continuous improvement and effective performance.

Therefore, this research is a modest step towards building an administrative system that provides successful steps in strategic planning

The research aims: to build a scale of strategic planning. Knowing the reality of strategic planning for the Central Iraqi Federation by hand

Research imposition: The Central Iraqi Federation was distinguished by strategic planning.

MATERIALS AND METHODS:

The two researchers used the descriptive approach, using the survey method, and the research community was identified from the membership of the administrative bodies, who are (112) members of the first-level administrative body, and (96) members of the administrative body are an excellent degree. (100%) of the research community. The sample was divided into (12) individuals for the survey sample, (120) individuals for the scale building sample, and (76) individuals for the sample application, as shown in Table (1).

Table (1)

Details of the research community, reconnaissance samples, construction and application

the total number	percentage	Their number	Type of sample	sequence
208	5.50	12	Survey Sample	1
	57.69	120	Construction sample	2
	36.53	76	Sample application	4
		208	Total sample	5

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

The researcher used the following tools, tools and devices

Arab and foreign sources -

Appendix interviews -

- Experts and specialists in the field of sports management, handball, Annex (1)

measurement and evaluation, Annex (2) -

.Field visits to collect information -

.- A special questionnaire for the purpose of determining the most important areas and paragraphs of the strategic planning scale, Annex (3) -

.Data collection and dump form -

.) - International Electronic Information Network (Internet

The assistant team work Annex (6) -

Dell electronic calculator.-

- Cas Casio stopwatch to know the time of answering the two scales paragraphs - while conducting the pilot experiment.

Field research procedures:

Measurement procedure (strategic planning)

By examining the two researchers on previous studies and research, they found several measures that represent strategic planning, but when analyzing its paragraphs and axes, it does not fit the sample chosen for that, and they worked using some means to formulate paragraphs, fields that fit the sample of the research, and therefore the two researchers made several steps in order to obtain two metrics that are available. Scientific conditions, as the two researchers decided to merge the procedures for the two measures as the same procedures, and the most important steps that the two researchers followed in building the scale are: Determining the idea of the scale through reviewing previous studies and research, the researcher determined the idea of the scale B D that the two researchers define the idea of the scale, the goal of which was determined, which is to find a scientific way to get acquainted with the strategic planning of the Central Iraqi Union by hand from the point of view of administrative bodies, and after that the two researchers proposed and determined (10) fields for the scale of strategic planning and give a theoretical definition for each field and the two researchers were interested in giving The fields have a meaning for the studied phenomenon or the concept that is intended to be measured through the questionnaire Appendix (3), and it was presented to a number of experts and specialists in the field of sports management, handball, measurement, and calendar, and the number (29) is an appended expert (2), as they were asked to express their opinions in validity For fields and their definitions and the possibility of adding or merging any field they see fit and deleting or modifying inappropriate fields, according to the opinions of experts, the two researchers added the field of evaluation to strategic planning, and thus the number of scale fields has become (11), and they have adopted a value of (Ka) 2 to accept the areas of the scale, and below the level Indication (0.05) as shown in Tables (2).

Table (2)

The agreement of experts and specialists in the fields of strategic planning scale:

Significant	Significant value	Calculated value of (Ca) 2	Disagree	Okay	Candidate domains	sequence
moral	0.000	25.138	1	28	Clarity of message	1
moral	0.000	29	0	29	Clarity of vision	2
moral	0.000	29	0	29	Objectives	3
moral	0.000	21.552	2	27	Evaluating strategic plans	4
moral	0.000	21.552	2	27	Control and follow-up	5
moral	0.000	29	0	29	Internal and external environment analysis	6
moral	0.000	18.241	3	27	Information and Communication Systems	7
moral	0.000	29	0	29	Organizational Structure	8
moral	0.000	29	0	29	Financing and financial management	9
moral	0.000	29	0	29	Implement strategic plans	10
moral	0.000	18.241	3	27	Calendar	11

Preparing paragraphs of the strategic planning scale

After the scale fields were identified for the two lists, the two researchers prepared a questionnaire for the fields and paragraphs of the scale annex (3), as the questionnaire contains selected paragraphs for the fields, provided that these paragraphs are distributed within the axes (fields), and each paragraph expresses the field in which it was placed and based on the theoretical definition The field in which the paragraph was placed with identifying alternatives to the proposed answer, as the number of paragraphs of the Strategic Planning Scale in the initial formula reached (133) paragraphs, and the two researchers used the method of selecting five alternatives (Likert), as a five-step scale was established (always, often, sometimes, rarely, Absolutely) and a ladder was arranged Starting degrees (5) Always (4)

often (3) sometimes (2) rarely (never 1), and by the researcher taking into account the following aspects when formulating two measures:

- .Each field should have its own paragraphs -
- .That the paragraphs of each field express the theoretical definition of the field -
- .Paragraph has only one specific meaning -
- .Paragraphs have clear meaning and understandable words -
- .Stay away from poorly understood paragraphs -

After that, the scale magazines were identified and the appropriate definition was set for each of them.

Determine the validity of the paragraphs:

The two researchers presented the scale to a group of (29) experts and specialists in a field in the field of sports management, handball, testing and measurement in the sports field for the purpose of looking at the paragraphs of the scale and the extent of their suitability and validity and to make observations and amend or delete the inappropriate paragraphs, and through a box such as any scale Strategic planning (103) out of (134) items, i.e. neglected (31) items distributed in (11) attached fields (4). The questionnaire for the scale of strategic planning in the initial image, and table (3) shows the value of the square of Kay for the two measures, knowing that the value of significance is Significant when it is <0.05

Table (3)

Validity of the paragraphs of the strategic planning scale

Significant	Significant value	Calculated ka 2	Does not fit	Repair	Paragraphs	sequence
moral	0.000	29	0	29	1	1
moral	0.000	29	0	29	2	2
moral	0.000	15.207	4	25	3	3
moral	0.000	15.207	4	25	4	4
moral	0.000	29	0	29	5	5
moral	0.000	29	0	29	6	6
moral	0.041	4.172	9	20	7	7
moral	0.000	29	0	29	8	8
moral	0.000	29	0	29	9	9
غير معنوي	0.853	0.034	15	14	10	10
moral	0.000	15.207	4	25	11	11
moral	0.000	12.448	5	24	12	12
moral	0.000	18.241	3	26	13	13
moral	0.041	4.172	9	20	14	14
moral	0.000	29	0	29	15	15
moral	0.002	9.966	6	23	16	16
moral	0.005	7.759	7	22	17	17
Not moral	0.149	1.690	11	18	18	18
moral	0.000	25.138	1	28	19	19

moral	0.000	18.241	3	26	20	20
moral	0.000	18.241	3	26	21	21
Not moral	0.149	1.690	11	18	22	22
Not moral	0.853	0.034	15	14	23	23
moral	0.000	21.552	2	27	24	24
moral	0.000	15.207	4	25	25	25
moral	0.000	15.207	4	25	26	26
moral	0.000	18.241	3	26	27	27
moral	0.000	18.241	3	26	28	28
moral	0.041	4.172	9	20	29	29
moral	0.000	18.241	3	26	30	30
moral	0.041	4.172	9	20	31	31
moral	0.000	21.552	2	27	32	32
moral	0.000	21.552	2	27	33	33
Not moral	0.353	0.862	12	17	34	34
moral	0.002	9.966	6	23	35	35
moral	0.005	7.759	7	22	36	36
moral	0.000	21.552	2	27	37	37
Not moral	0.353	0.862	12	17	38	38
moral	0.000	21.552	2	27	39	39
Not moral	0.353	0.862	12	17	40	40
moral	0.002	9.966	6	23	41	41
Not moral	0.353	0.862	12	17	42	42
moral	0.002	9.966	6	23	43	43
moral	0.002	9.966	6	23	44	44
moral	0.002	9.966	6	23	45	45
Not moral	0.353	0.862	12	17	46	46
moral	0.005	7.759	7	22	47	47
moral	0.005	7.759	7	22	48	48
moral	0.000	21.552	2	27	49	49
moral	0.041	4.172	9	20	50	50
moral	0.016	5.828	8	21	51	51
moral	0.002	9.966	6	23	52	52
moral	0.002	9.966	6	23	53	53
Not moral	0.577	0.310	13	16	54	54
moral	0.041	4.172	9	20	55	55
Not moral	0.577	0.310	13	16	56	56
moral	0.041	4.172	9	20	57	57

moral	0.041	4.172	9	20	58	58
Not moral	0.149	1.690	11	18	59	59
moral	0.002	9.966	6	23	60	60
moral	0.000	21.552	2	27	61	61
moral	0.041	4.172	9	20	62	62
moral	0.016	5.828	8	21	63	63
moral	0.002	9.966	6	23	64	64
moral	0.002	9.966	6	23	65	65
Not moral	0.577	0.310	13	16	66	66
moral	0.000	21.552	2	27	67	67
Not moral	0.577	0.310	13	16	68	68
moral	0.000	21.552	2	27	69	69
moral	0.002	9.966	6	23	70	70
moral	0.000	21.552	2	27	71	71
moral	0.041	4.172	9	20	72	72
moral	0.041	4.172	9	20	73	73
moral	0.000	21.552	2	27	74	74
moral	0.000	21.552	2	27	75	75
moral	0.000	15.207	4	25	76	76
moral	0.000	15.207	4	25	77	77
Not moral	0.577	0.310	13	16	78	78
Not moral	0.577	0.310	13	16	79	79
moral	0.000	15.207	4	25	80	80
moral	0.000	15.207	4	25	81	81
Not moral	0.149	1.690	11	18	82	82
Not moral	0.149	1.690	11	18	83	83
moral	0.000	21.552	2	27	84	84
moral	0.041	4.172	9	20	85	85
moral	0.000	21.552	2	27	86	86
moral	0.005	7.759	7	22	87	87
moral	0.000	21.552	2	27	88	88
moral	0.000	15.207	4	25	89	89
moral	0.000	15.207	4	25	90	90
moral	0.000	25.138	1	28	91	91
moral	0.000	25.138	1	28	92	92
Not moral	0.149	1.690	11	18	93	93
moral	0.000	25.138	1	28	94	94
moral	0.005	7.759	7	22	95	95

moral	0.005	7.759	7	22	96	96
moral	0.000	21.552	2	27	97	97
moral	0.000	25.138	1	28	98	98
moral	0.000	25.138	1	28	99	99
Not moral	0.577	0.310	13	16	100	100
moral	0.000	25.138	1	28	101	101
moral	0.000	25.138	1	28	102	102
Not moral	0.577	0.310	13	16	103	103
moral	0.002	9.966	6	23	104	104
moral	0.002	9.966	6	23	105	105
Not moral	0.353	0.862	12	17	106	106
moral	0.002	9.966	6	23	107	107
moral	0.000	25.138	1	28	108	108
moral	0.002	9.966	6	23	109	109
moral	0.002	9.966	6	23	110	110
Not moral	0.353	0.862	12	17	111	111
moral	0.000	25.138	1	28	112	112
Not moral	0.853	0.034	15	14	113	113
Not moral	0.577	0.310	13	16	114	114
moral	0.041	4.172	9	20	115	115
moral	0.000	25.138	1	28	116	116
moral	0.041	4.172	9	20	117	117
moral	0.000	21.552	2	27	118	118
Not moral	0.149	1.690	11	18	119	119
moral	0.041	4.172	9	20	120	120
Not moral	0.853	0.034	15	14	121	121
moral	0.000	25.138	1	28	122	122
moral	0.000	25.138	1	28	123	123
Not moral	0.577	0.310	13	16	124	124
moral	0.000	21.552	2	27	125	125
moral	0.000	21.552	2	27	126	126
Not moral	0.149	1.690	11	18	127	127
moral	0.041	4.172	9	20	128	128
moral	0.000	15.207	4	25	129	129
moral	0.000	25.138	1	28	130	130
moral	0.000	15.207	4	25	131	131
moral	0.041	4.172	9	20	132	132
Not moral	0.853	0.034	15	14	133	133

Not moral	0.353	0.862	12	17	134	134
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Exploratory experience:

The two researchers applied the exploratory experiment to a group of 12 members of the administrative bodies in the handball game on Thursday 8/8/2019 at their workplace. The sample acceptance of the scale was revealed through clarity of instructions and ease of understanding and clarity of the paragraphs, and the two researchers did not face Or the auxiliary team, any negatives or constraints.

Applying the two strategic planning criteria to the construction sample:

After the fields and paragraphs were tested by the experts, it became prepared for application. Appendix (4), which was applied with the help of the auxiliary work team on the construction sample of (120) members of the administrative bodies and for the period from Wednesday 14/8/2019 until Tuesday 8/27/ 2019, and after completing the implementation of the main experiment, the two researchers arranged the scale questionnaires, corrected them, and recorded the results in preparation for statistical analysis. Some descriptive statistics were found on the sample and table (4) shows that.

Table (4)

Shows the descriptive characteristics of the strategic planning scale

Strategic Planning	Properties
350.8833	the middle
350.5000	standard deviation
363.00	skewness
15.61629	Standard error
-0.113-	The lowest degree
307.00	The highest degree

The psychometric properties of the two strategic planning criteria:

The psychometric properties of the scale include the ability of the scale to be prepared for its measurement, and it also includes the ability of the scale to measure the phenomenon with an acceptable degree of accuracy or with minimal errors (Odeh, 1998, page 335)

Validate the scale:

Honesty is for the test to measure the ability, attribute, or willingness that the test was developed to measure, that is, to actually measure what it is intended to measure (Radwan M., 2009, page 255), as the researcher relied on several types of honesty to verify the validity of the two measures.

Certify the content

The two researchers achieved this kind by rational analysis of the content of the scale and determining it based on subjective judgments. There are two types of honesty, which are apparent honesty and in-kind honesty.

Virtual validity

This type of honesty has been achieved and the scale paragraphs have been determined using the help of a group of sports management experts, tests and the attached measurement (2), and each arbitrator has been asked to determine the validity of each phrase (valid, not valid) and the appropriateness of the amendment of the paragraphs in proportion to the sample used as explained above.

Paragraph Discriminative Ability:

To verify the discriminatory power of the vertebrae whose vertebrae are leading, the value of (T) must be a function between the upper and lower group results of the statistical analysis sample for each of the vertebrae (Hussein K., 2008, page 100).

Thus, the grades of each paragraph were arranged in ascending order from the lowest to the highest degree (27%) were chosen from the lower grades and the same are from the higher grades, and the 27% of the upper group and 27% of the lower group are the best percentage by which we obtain the highest discrimination factors. After statistically treating the

results, it became clear that the paragraphs are valid, because the values of (Sig) are smaller than the significance level of (0.05) and as in Table (5)

Table (5): Shows the discriminatory ability of each paragraph of the Strategic Planning scale

The result	Significant value	Calculated value (t)	Upper group		Lower group		Paragraph number
			standard deviation	Arithmetic mean	standard deviation	Arithmetic mean	
moral	0.000	70.855	.00000	5.0000	.37134	2.1628	1
moral	0.000	73.323	.00000	5.0000	.36031	2.1512	2
moral	0.000	76.109	.00000	5.0000	.34854	2.1395	3
moral	0.000	71.110	.18456	4.9651	.32244	2.1163	4
moral	0.000	55.927	.00000	5.0000	.45117	2.2791	5
moral	0.000	55.927	.00000	5.0000	.45117	2.2791	6
moral	0.000	70.855	.00000	5.0000	.37134	2.1628	7
moral	0.000	60.395	.42494	4.7674	.00000	2.0000	8
moral	0.000	48.349	.41731	4.7791	.49415	1.4070	9
moral	0.000	47.916	.39143	4.8140	.50239	1.5233	10
moral	0.000	44.233	.46682	4.6860	.49801	1.4302	11
moral	0.000	40.944	.15160	4.9767	.65966	1.9884	12
moral	0.000	52.124	.47134	4.6744	.40058	1.1977	13
moral	0.000	44.485	.00000	5.0000	.62298	2.0116	14
moral	0.000	48.182	.38169	4.8256	.47134	1.6744	15
moral	0.000	114.225	.15160	4.9767	.18456	2.0349	16
moral	0.000	61.072	.21183	4.9535	.43888	1.7442	17
moral	0.000	65.226	.15160	4.9767	.43212	1.7558	18
moral	0.000	53.682	.29217	4.9070	.48295	1.6395	19
moral	0.000	43.047	.50239	4.5233	.47134	1.3256	20
moral	0.000	47.428	.47553	4.6628	.45675	1.2907	21
moral	0.000	46.953	.48914	4.6163	.44522	1.2674	22
moral	0.000	96.337	.21183	4.9535	.18456	2.0349	23

moral	0.000	60.133	.23538	4.9419	.36031	2.1512	24
moral	0.000	49.340	.43212	4.7558	.47553	1.3372	25
moral	0.000	50.526	.45117	4.7209	.44522	1.2674	26
moral	0.000	45.412	.45117	4.7209	.49801	1.4302	27
moral	0.000	44.242	.47940	4.6512	.48914	1.3837	28
moral	0.000	41.192	.49415	4.5930	.50171	1.4651	29
moral	0.000	43.275	.45675	4.7093	.50075	1.5465	30
moral	0.000	50.175	.37134	4.8372	.33595	2.1279	31
moral	0.000	67.704	.25625	4.9302	.29217	2.0930	32
moral	0.000	65.413	.30790	4.8953	.25625	2.0698	33
moral	0.000	49.516	.40058	4.8023	.30790	2.1047	34
moral	0.000	92.269	.00000	5.0000	.29217	2.0930	35
moral	0.000	37.669	.44522	4.7326	.42494	2.2326	36
moral	0.000	52.348	.34854	4.8605	.33595	2.1279	37
moral	0.000	55.953	.23538	4.9419	.39143	2.1860	38
moral	0.000	39.661	.37134	4.8372	.46196	2.3023	39
moral	0.000	45.020	.34854	4.8605	.41731	2.2209	40
moral	0.000	61.791	.34854	4.8605	.23538	2.0581	41
moral	0.000	68.650	.00000	5.0000	.38169	2.1744	42
moral	0.000	82.938	.32244	4.8837	.00000	2.0000	43
moral	0.000	56.618	.36031	4.8488	.27505	2.0814	44
moral	0.000	82.938	.32244	4.8837	.00000	2.0000	45
moral	0.000	77.072	.29217	4.9070	.18456	2.0349	46
moral	0.000	104.111	.18456	4.9651	.18456	2.0349	47
moral	0.000	61.226	.29217	4.9070	.30790	2.1047	48
moral	0.000	65.638	.32244	4.8837	.23538	2.0581	49
moral	0.000	55.093	.29217	4.9070	.36031	2.1512	50

moral	0.000	56.932	.18456	4.9651	.40920	2.2093	51
moral	0.000	54.395	.25625	4.9302	.39143	2.1860	52
moral	0.000	115.905	.23538	4.9419	.00000	2.0000	53
moral	0.000	78.339	.32244	4.8837	.10783	2.0116	54
moral	0.000	43.358	.40920	4.7907	.38169	2.1744	55
moral	0.000	60.133	.23538	4.9419	.36031	2.1512	56
moral	0.000	51.308	.32244	4.8837	.37134	2.1628	57
moral	0.000	87.205	.00000	5.0000	.30790	2.1047	58
moral	0.000	66.668	.00000	5.0000	.39143	2.1860	59
moral	0.000	76.548	.23538	4.9419	.25625	2.0698	60
moral	0.000	65.302	.29217	4.9070	.27505	2.0814	61
moral	0.000	51.454	.38169	4.8256	.30790	2.1047	62
moral	0.000	45.632	.40058	4.8023	.36031	2.1512	63
moral	0.000	47.251	.36031	4.8488	.38169	2.1744	64
moral	0.000	114.777	.21183	4.9535	.10783	2.0116	65
moral	0.000	73.323	.36031	4.8488	.00000	2.0000	66
moral	0.000	68.650	.00000	5.0000	.38169	2.1744	67
moral	0.000	65.061	.37134	4.8372	.15160	2.0233	68
moral	0.000	52.263	.40920	4.7907	.25625	2.0698	69
moral	0.000	46.614	.23538	4.9419	.46682	2.3140	70
moral	0.000	55.009	.00000	5.0000	.45675	2.2907	71
moral	0.000	55.304	.27505	4.9186	.37134	2.1628	72
moral	0.000	68.650	.00000	5.0000	.38169	2.1744	73
moral	0.000	96.337	.18456	4.9651	.21183	2.0465	74
moral	0.000	47.439	.00000	5.0000	.34854	2.1395	75
moral	0.000	70.855	.33595	4.8721	.40058	2.1977	76
moral	0.000	70.855	.00000	5.0000	.37134	2.1628	77

moral	0.000	50.451	.00000	5.0000	.37134	2.1628	78
moral	0.000	52.970	.30790	4.8953	.39143	2.1860	79
moral	0.000	91.251	.27505	4.9186	.39143	2.1860	80
moral	0.000	55.304	.10783	4.9884	.27505	2.0814	81
moral	0.000	61.226	.37134	4.8372	.27505	2.0814	82
moral	0.000	76.109	.29217	4.9070	.30790	2.1047	83
moral	0.000	54.001	.00000	5.0000	.34854	2.1395	84
moral	0.000	61.302	.43212	4.7558	.21183	1.9535	85
moral	0.000	48.600	.25625	4.9302	.35955	2.0116	86
moral	0.000	67.849	.37134	4.8372	.39090	2.0116	87
moral	0.000	65.062	.27505	4.9186	.28673	2.0116	88
moral	0.000	50.684	.25625	4.9302	.32350	2.0349	89
moral	0.000	45.011	.48295	4.6395	.00000	2.0000	90
moral	0.000	74.082	.40920	4.7907	.38668	2.0581	91
moral	0.000	98.406	.00000	5.0000	.36390	2.0930	92
moral	0.000	93.733	.00000	5.0000	.27505	2.0814	93
moral	0.000	44.202	.18456	4.9651	.23538	1.9419	94
moral	0.000	72.851	.32244	4.8837	.48578	2.1047	95
moral	0.000	55.891	.32244	4.8837	.18456	1.9651	96
moral	0.000	63.633	.29217	4.9070	.36912	2.0698	97
moral	0.000	55.230	.29217	4.9070	.30679	2.0000	98
moral	0.000	76.109	.40920	4.7907	.21183	2.0465	99
moral	0.000	55.230	.34854	4.8605	.00000	2.0000	100
moral	0.000	82.938	.40920	4.7907	.21183	2.0465	101
moral	0.000	84.792	.00000	5.0000	.32244	2.1163	102
moral	0.000	56.430	.23538	4.9419	.21183	2.0465	103

The value of the significance is significant if it is <0.05 degrees of freedom (62)

It is clear from Table (5) that all the strategic planning paragraphs have the ability to distinguish between the upper and lower levels, so no paragraph of the scale has been deleted.

The internal consistency of the strategic planning scale

The two researchers calculated the internal consistency of the scale by extracting the Pearson correlation coefficient between the degree of each phrase of the two measures and the total degree of the two measures on the construction sample, which amounted to (120) members of an administrative body and Table (6) shows the internal consistency of the scale of strategic planning.

Table (6): The correlation coefficient shows the degree of the paragraph and the overall degree of the strategic planning scale

The result	Significant value	Simple correlation coefficient	Paragraph number	The result	Significant value	Simple correlation coefficient	Paragraph number
moral	0.000	0.229**	54	moral	0.000	0.525**	1
Not moral	0.328	0.085	55	moral	0.000	0.238**	2
moral	0.029	0.222*	56	moral	0.000	0.310**	3
moral	0.001	0.184**	57	moral	0.000	0.355**	4
moral	0.012	0.241*	58	moral	0.000	0.349**	5
moral	0.000	0.225**	59	moral	0.007	0.251**	6
moral	0.000	0.149**	60	moral	0.000	0.352**	7
moral	0.000	0.151**	61	moral	0.000	0.321**	8
Not moral	0.359	0.092	62	moral	0.001	0.197**	9
moral	0.000	0.321**	63	moral	0.000	0.365**	10
Not moral	0.475	-0.060-	64	moral	0.000	0.278**	11
Not moral	0.655	-0.065-	65	moral	0.000	0.382**	12
moral	0.000	0.234**	66	moral	0.001	0.181**	13
moral	0.000	0.385**	67	moral	0.000	0.240**	14
moral	0.007	0.171**	68	Not moral	0.22	0.069	15
moral	0.000	0.366**	69	Not moral	0.27	0.099	16
moral	0.000	0.288**	70	moral	0.000	0.376**	17
moral	0.001	0.267**	71	moral	0.000	0.343**	18
moral	0.000	0.445**	72	moral	0.000	0.549**	19
Not moral	.9810	-0.061-	73	moral	0.000	0.267**	20
Not moral	.2880	.0900	74	moral	0.000	0.334**	21
moral	0.027	0.199*	75	moral	0.000	0.385**	22

moral	0.030	0.177*	76	Not moral	0.202	0.072	23
moral	0.034	0.118*	77	moral	0.000	0.344**	24
moral	0.017	0.198**	78	moral	0.000	0.263**	25
Not moral	0.926	0.005	79	moral	0.000	0.550**	26
moral	0.000	0.422*	80	Not moral	0.330	0.029	27
moral	0.001	0.319*	81	moral	0.000	0.258**	28
Not moral	0.790	0.015	82	moral	0.000	0.287**	29
moral	0.000	**0.457	83	moral	0.000	0.220**	30
moral	0.000	**0.521	84	Not moral	0.388	0.049	31
Not moral	0.422	-.045-	85	moral	0.000	0.430**	32
moral	0.000	**0.557	86	moral	0.000	0.334**	33
moral	0.000	**0.739	87	moral	0.000	0.360**	34
moral	0.000	**0.618	88	Not moral	0.311	0.029	35
Not moral	0.177	0.076	89	moral	0.000	0.529**	36
moral	0.000	**0.713	90	moral	0.000	0.258**	37
moral	0.000	0.675**	91	moral	0.000	0.431**	38
moral	0.000	0.611**	92	moral	0.000	0.430**	39
moral	0.031	0.121*	93	moral	0.000	0.353**	40
moral	0.021	0.112*	94	Not moral	0.601	0.088	41
Not moral	0.077	0.099	95	moral	0.000	0.298**	42
moral	0.000	**0.486	96	moral	0.000	0.181**	43
moral	0.000	**0.442	97	moral	0.000	0.299**	44
Not moral	0.261	0.063	98	Not moral	0.176	0.076	45
moral	0.000	**0.294	99	moral	0.000	0.446**	46
moral	0.000	**0.444	100	moral	0.002	0.299**	47
moral	0.000	**0.505	101	Not moral	0.110	0.106	48
moral	0.000	**0.374	102	moral	0.000	0.433**	49
moral	0.000	**0.621	103	moral	0.000	0.430**	50
				Not moral	0.913	0.006	51
				moral	0.001	0.338**	52
				moral	0.000	0.221**	53

Significant at <0.05 and freedom degree N -1 = 118

From the previous table, it is clear to us that the number of paragraphs of the scale (103) items shows that all paragraphs are statistically significant except for paragraphs (16,15,23,27,31, 35,45,48,51,55,62,64,65,73 , 74,79,82,85,89,98,95) The two researchers excluded these paragraphs from the scale to make the scale (82) all of them significant.

Stability of scale: The two researchers extracted stability in three ways:

Midway segmentation method: This method measures the internal homogeneity of the scale paragraphs, as this homogeneity indicates the consistency of performance and stability when answering all the paragraphs, as this method is based on calculating the correlation coefficient between the scores of individuals on the two halves of the test and correcting the value of the parameter calculated by the (Sberman-Brown) equation The researcher has relied on the data of the main sample of the amendment, whose number is (125) male and female teachers in calculating stability in this way, as the statistical bag of social sciences (Spss) was used. Grades extracted represents stability for half of the test which is (0.832) and in order to get the reliability coefficient of the test as a whole was used equation (Spearman-Brown) to correct the correlation coefficient after correction became the reliability coefficient (0.811), a coefficient of high stability and can be relied upon to estimate the test stability.

Fakronbach laboratories

The two researchers extract the stability by the Fakronbach coefficient based on the sample data for the construction of (120) and extract the coefficient of stability, whose value was for the strategic planning scale (0.698), which is a high reliability coefficient that can be trusted to estimate the stability of the test.

Objectivity:

If the questionnaire is set, it will be distinguished by objectivity, as it is far from the intervention of the researcher and his views, and this is confirmed by a number of specialists (the extent to which the examiner is liberated from subjective factors. Therefore, the two measures of the method in question are characterized by objectivity because there is a correction key to the alternatives to the answer.

The main experience of applying the strategic planning metrics:

After the scale became ready for application in its final form, Appendix (5), the researchers applied, with the assistance of the auxiliary team, the scale on the application sample of (76) members of an administrative body for the period from Thursday 19/9/2019 until Wednesday 9/25/2019.

Statistical means:

The researchers used the Statistical Bag of Social Sciences (Spss) -

- .Arithmetic mean -
- standard deviation.-
- .test for independent samples -
- Simple correlation coefficient.-
- Coefficient of torsion.-
- Factories of Fakrubach.-
- .- Spearman Brown equation

RESULT AND DISCUSSION:

Display the results of the arithmetic mean, the standard deviations, the hypothesis mean, and the value (T) of the strategic planning scale

Table (7): The mean, standard deviation, (T) value and hypothetical mean of the strategic planning scale

Significant	Error level	Calculated T value	The hypothetical medium	standard deviation	Arithmetic mean of the sample	the number
Not moral	0.105	1.642	246	12.36381	243.6711	76

Moral □ of (0,05) degree of freedom (75)

Through table (7), the two researchers showed an insignificant response in the research sample for the strategic planning scale and through the results of the test (T). When comparing the arithmetic and hypothesis of the scale there are no statistically significant differences, as the moral value (0.105) which is greater From the level of significance (0.05), in addition to that the level of the verified arithmetic is smaller than the hypothetical mean value of the scale and as in table (7), which indicates that the Iraqi Central Handball Federation has a limited and not good level of strategic planning and the researcher attributes that to the sample that was not Strategic planning is evident through their practices and managed M, and her focus was focused on achieving planning according to the accepted programs to ensure its work on what exists and not on what it should be, as strategic planning is no longer a priority in developing the game. Moreover, the available environment is not feasible to manage strategic planning since the Iraqi Central Football Federation The hand lacks many elements and material capabilities, which are a source of obstacles to strategic planning, as well as the process of flow of information and the nature of continuous communication to solve problems inconsistent with the ability of those in charge of the handball game through adopting new ideas and supporting them financially and morally And turning them into practical programs that serve the game, as the world today falls within the information and communications revolution for change processes and pushing organizations to develop planning so that they can coexist and keep pace with the requirements of the future according to time variations, as Reem Al-Damen states, "Strategic planning tends to identify the strengths and weaknesses involved in the future, and take advantage of opportunities Available and avoid risks, then strategic planning here means design or model for the desired future and specifically the means leading to it (guarantor, 2004, page 37), since the regular thinking of problems in different circumstances adversely affects the planning process For a strategist as well as not to bring in experts related to this field from foreign federations that have a long tradition, as well as not to intensify training and workshops and exchange experiences through funded projects. "There are some obstacles that hinder the process of the resulting strategic planning, whether at the level of the Ministry of Youth and Sports, i.e. at the state level or At the level of youth and sports organizations, these obstacles may be contemporary to the process of developing the strategic plan "(Al-Aboudi, 2008, page 18)

The researchers believe that this problem exists in most sports federations, and in order to address them, a network of information and means of communication and the existence of modern human and electronic capabilities and capabilities will be provided to provide those in charge of strategic planning with the most recent and most reliable information and data, and that this last be sufficient, and this data includes all aspects that are related to or related to it. The Iraqi Central Handball Federation, in addition to the technical need as a handicap in the way of implementing the strategic plans, may occur, after the plan has been developed according to sound estimates and expectations and based on accurate data and information that implies some technical difficulties. Which is the lack of validity of estimating the size and types of material resources, and the error in the recruitment and use of physical materials and error in determining spending priorities and directing spending to marginal purposes affect the plan, progress towards achieving its objectives.

The view of the members of the Central Iraqi Handball Federation that the formulation and clarity of the goals of strategic planning in the federation are not consistent with the expected expectations, as well as the administrators and workers and their capabilities as well as other capabilities available to them from administrations and they need the administration to be interested in stimulating their participation when formulating these goals, to be able to After that the goals of strategic planning direct the duties of workers within the union and provide them with a real opportunity to share their ideas in formulating the goals of this planning in a way that is compatible with the possibility of their implementation, as the clarity of formulating the goals is the basis for any process that is intended Here success can not be unilaterally drafted without the involvement of workers who seek to develop the EU output as little super dream "determines the planning objectives that the organization seeks to achieve precisely and clearly in line with the capabilities of the organization and the resources available and projected. (Papillary 2004, p. 41)

CONCLUSIONS:

- Building and applying the strategic planning scale, which consisted of (82) paragraphs, was reached.
- Lack of seriousness and taking into consideration the basic principles of strategic planning.
- Strategic planning plays an important role in changing and developing the Iraqi Central Handball Federation.

ENDORSEMENT:

- The scale is continuously applied by the Iraqi Federation to identify the extent to which the strategic planning has reached.
- Emphasizing the strategic planning of the Iraqi Central Handball Federation, exchanging ideas and information on an ongoing basis, and trying to reformulate it to serve it.
- .Adopting the modern standard to identify the reality of strategic planning -
- Applying the standard to other unions at the level of Iraq and all the games.

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Annex (1)

Personal interviews to seek expert opinions

Workplace	Jurisdiction	The name of the expert and the scientific title	sequence
University of Baghdad / College of Physical Education and Sports Sciences	Training / hand	Prof. Dr. Abdul Wahab Ghazi	1
University of Baghdad / College of Physical Education and Sports Sciences	Management and Organization	Prof. Dr. Abdullah Hazza	2
University of Baghdad / College of Physical Education and Sports Sciences	Management and organization / basket	Prof. QusaiFawzi	3
University of Baghdad / College of Physical Education and Sports Sciences	Management and Organization	Assist.Prof.DR. Salah Wahhab Al Kindy	4
University of Baghdad /	Management and Organization	Assist.Prof.DR. Salam	5

College of Physical Education and Sports Sciences		SalamHantoush Rashid	
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Annex (2)

Experts and specialists in the field of sports management, handball, measurement and evaluation

Workplace	Jurisdiction	The name	sequence
College of Physical Education and Sports Science / University of Baghdad	Training / hand	Prof. Dr. Abdul Wahab Ghazi	1
College of Physical Education and Sports Science / University of Baghdad	Management and Organization	Prof. Dr. Abdullah Hazza	2
College of Physical Education and Sports Sciences / University of Basra	Management and organization / basket	Prof. QusaiFawzi	3
College of Physical Education and Sports Science / University of Baghdad	Test and measure / basket	Prof. Fares Yousef Sami	4
College of Physical Education and Sports Science / Anbar University	Teaching methods and methods	Prof. Waed Abdul Rahim Farhan	5
Peace College	Sports management	Prof. Ibrahim Younes and Kaaa	6
College of Physical Education and Sports Science / University of Samawah	Sports management	Dr. Khaled Aswad	7
Helwan University	Sports management	Prof. Ahmed El-Sayed Metwally	8
Alexandria University	Sports management	Prof. Hassan El-Shafei	9
College of Physical Education and Sports Science / Diyala University	Sports / Airplane Management	Prof. NaseerQasimKhalaf	10
College of Physical Education and Sports Sciences / University of Basra	Training / basket	Prof. Haider Abdul Razzaq	11
College of Physical Education and Sports Science / University of Baghdad	Tests and measurement	Prof. Zahra Shihab	12
College of Physical Education and Sports Science for Girls / University of Baghdad	Modalities / hand	Prof. Iqbal Abdul Hussein blessing	13
College of Administration and Economics / University of Baghdad	General management	Prof. Salah Hamid Al-Kubaisi	14
College of Physical Education and Sports Sciences / University of Basra	Sports management	Prof. Fouad Abdel-Mahdi	15
College of Physical Education and Sports Science for Girls / University of Baghdad	Training / fencing	Prof. Fatima Abdel Maleh	16
College of Physical Education and Sports Science / University of Baghdad	Bayou / basket	Prof. Hoda Hamid	17
College of Physical Education and Sports Science / University of Baghdad	Management and Organization	Prof. Salah Wahhab Al Kindy	18

College of Physical Education and Sports Science / Al-Mustansiriya University	Management and Organization	Prof. Salam Hantoush Rashid	19
College of Physical Education and Sports Science / University of Baghdad	Tests and measurement / plane	Prof. Asma Hikmat Al-Samarrai	20
College of Physical Education and Sports Science / Sulaymaniyah University	Dynamic learning	Prof. Dr. On Ahmed Fagr	21
College of Physical Education and Sports Science / University of Kirkuk	Dynamic learning	Prof. Dr. Qurabia Faeq Qasim	22
College of Physical Education and Sports Science for Girls / University of Baghdad	Tests and measurement	Prof. Dr. Warda Ali Abbas	23
College of Physical Education and Sports Science for Girls / University of Baghdad	Management and organization / aircraft	Prof. Sundus Musa Jawad	24
College of Physical Education and Sports Science / University of Baghdad	Athletic management	a. M Ali Abdul Latif	25
College of Physical Education and Sports Science / University of Baghdad	Tests and measurement / plane	Dr. Khalil Starr Muhammad	26
College of Physical Education and Sports Science / University of Baghdad	Athletic management	Dr. Thamer Hammad Rajeh	27
College of Physical Education and Sports Science / University of Baghdad	Psychology / footing	Dr. Ahmed Thari Hani	28
College of Physical Education and Sports Science / University of Sulaymaniyah	Sports management	Dr. Diyar Kamal Asaad	29

Annex (3)

A special questionnaire for the purpose of determining the most important areas and paragraphs for the scale of strategic planning

Ministry of Higher Education and Scientific Research

College of Physical Education and Sports Science for Girls

Postgraduate / PhD

M / Astpana to determine the validity of the scale fields and its paragraphs

Mr. Professor Respected

good greeting

The two researchers intend to conduct its research tagged (the reality of strategic planning for the Central Iraqi Federation by hand from the point of view of the administrative bodies of the clubs)

The researchers hope to define the areas of the scale and its paragraphs for strategic planning for the Central Iraqi Federation by hand. The strategic planning is defined as "(defining the vision and mission and setting strategic goals and strategies that allow their achievement and controlling how to evaluate the achievements achieved) And given your scientific and practical experience in this field, please show The opinion on the validity of the fields and paragraphs of the scale attached hereto by placing a mark (√) in the field is valid or invalid, with mentioning notes if there are five alternatives for each paragraph. Tiered as shown in the table.

Start	Scarcely	Sometimes	frequently	Always	Direction of the vertebrae	
					the weight	Positive

Thank you very much.

Signature:

Name and scientific surname: The two researchers

Jurisdiction:

Workplace:

Areas and paragraphs of the strategic planning scale

Notes	Does not fit	Repair	the field	sequence
			Clarity of mission: The message reflects the philosophy and aspirations of the Union.	1
			Clarity of vision: aspirations and developments for what should be the union in the future	2
			Objectives: the outcome that the Union is striving to achieve.	3
			Evaluating strategic plans: how successful the union has in its strategic choice	4
			Monitoring and follow-up: These are the processes of continuous organizational control over the implementation of the union's strategies	5
			Internal and external environment analysis: it is an analysis that is conducted to identify the strengths and weaknesses within the union	6
			Information and communication systems: Existence of accurate, comprehensive data, information and communication for all aspects of the Union	7
			Organizational Structure: Organizational structure means the framework or structure that defines the internal structure of the Union	8
			Financing and financial management: it is all available administrative and financial capabilities to implement the strategic plan	9
			Implementation of strategic plans: a process that complements the previous operations that the federation chose to implement in practice	10
			Evaluation: the process of obtaining data and using it to form judgments, which in turn is used in the decision-making process	11

The first area is the clarity of the message: the message reflects the Federation's philosophy and aspirations that can be achieved at the present time and clarifies the nature of the activities that it is interested in and reflects the justifications for its origin and identity that are unique to it and includes a group of paragraphs

Notes	write off	Serve	Paragraph	sequence
			The message of the federation is in line with its available capabilities.	1
			The Union publishes its message clearly and in writing in its various branches inside Iraq.	2
			The mission of the Union's strategic planning is comprehensive and realistic.	3
			The mission of the Union's strategic planning is in line with its objectives.	4
			The mission of strategic planning expresses the current and future philosophy of the Union.	5
			The mission of the Federation includes the ability to embed values and beliefs in a manner appropriate to strategic planning.	6
			The Federation's strategic planning mission includes building on past experiences.	7
			The Federation's mission includes the main activities and services entrusted to it.	8

The second area is the clarity of the vision: As for the vision, it is the aspirations and developments of what the union must have in the future. These aspirations cannot be achieved at the present time, but it is postponed in the future

Notes	write off	Serve	Paragraph	sequence
			The future vision for strategic planning is realistic and clear	1
			The union creates an ambitious and attractive vision of its future image	2
			The Federation vision aims to diversify all services that would meet the ambitions of clubs and national teams	3
			The Federation vision seeks to achieve excellence in its work through its administrative excellence	4
			The Federation's vision is concerned with increasing its	5

			connection with society and the local environment through community partnership	
			The future visions of strategic planning develop pride and belong to the union	6
			The Federation's vision is concerned with achieving mutual cooperation between its members	7
			The future vision for strategic planning helps in achieving the preparation to deal with future variables	8
			The strategic planning followed is in line with the union's vision and aspirations	9
			The vision should coincide between the president and its members in drawing strategic planning	10

The third area: The objectives: the output that the union struggles to achieve, which is a sentence that defines a desired or targeted result that represents what must be accomplished and when

Notes	write off	Serve	Paragraph	sequence
			The Union sets realistic strategic goals that it derives from its mission	1
			The Union sets its strategic goals according to specific criteria for assessing progress in work	2
			The Union divides its objectives into an integrated short and long term phase	3
			The formulation of strategic planning goals takes into account the administrative formation of the federation	4
			The goals of strategic planning define the Union for the Olympic Committee in which it operates	5
			Involve all Union members in the process of setting strategic planning goals	6
			The goals of strategic planning contribute to the accuracy of the Federation's work	7
			The goals of strategic planning act as incentives for members of the Union	8
			The strategic goals are the foundation upon which the Union builds its future policy	9
			The goals of strategic planning must be clear and understandable, clearly stating what needs to be done	10

The fourth area is evaluation of strategic planning: It is a process carried out by the federation to determine the success of its strategic choice through an integrated control system in terms of the authority responsible for it, the means and

methods used in it and methods of intervention to find out the obstacles to implementation and diagnose their causes and work to avoid them in future plans

Notes	write off	Serve	Paragraph	sequence
			The Federation reviews the strategies and plans it implements in light of the continuous monitoring of internal and external changes	1
			The Federation shall determine the committee or individuals authorized to follow up the implementation of the set plans.	2
			The federation adopts various methods for monitoring and evaluating actual performance and comparing it with the expected.	3
			The Union uses regulatory information to build its future plans.	4
			The Federation identifies the obstacles and problems facing its plans.	5
			The federation relies on the system of the issue of those involved in the implementation, in a transparent manner, on the level of their performance and achieving the results expected of them.	6
			Continuous evaluation when implementing strategic plans.	7
			How credible is the union system in assessing its employees?	8
			Are incentives and rewards linked to employee performance levels and evaluation results?	9
			Does the federation leadership have a clear evaluation policy?	10

Fifth Domain: Monitoring and Follow-up: These are the continuous organizational control processes to implement the Federation's strategies effectively and in a way that ensures the achievement of the Union's mission and strategic goals

Notes	write off	Serve	Paragraph	sequence
			Correct action is taken when monitoring for the short, medium, and long term to implement strategic plans.	1
			Control mainly focuses on the outputs of the planning process within strategic planning processes.	2
			Control is an ongoing process of measuring performance.	3
			The lack of committees operating in the Federation to follow up on various activities.	4
			Is the monitoring system followed by the Federation inaccurate?	5

			The Federation believes that supervisory work is part of its responsibilities	6
			The necessity of field monitoring when implementing strategic plans.	7
			The federation is working on following up the maintenance of its gymnasiums.	8
			Investing a federation of scientific and administrative competencies to serve it.	9
			The Federation will follow up the implementation of the strategic plan.	10
			Monitor the union for its members and employees.	11

The Sixth Field Analysis of the internal and external environment: It is an analysis that is conducted to identify the strengths and weaknesses within the Federation regarding its resources, activities, operations and work systems. As for the external analysis, it is the identification of opportunities and threats that exist in the external environment of the Union

Notes	write off	Serve	Paragraph	sequence
External environment analysis				
			The union's study of the prevailing social and psychological characteristics in society.	1
			The Federation studies behavior patterns and drivers of achievement for members of society.	2
			It studies the relationships of influence and influence with other federations.	3
			The Federation studies the economic factors in society and their impact on it.	4
			The Union studies technological changes and events and their impact on it.	5
			The federation has the ability to predict future changes.	6
			The Federation is interested in exploring the opportunities that can be invested.	7
			The federation is interested in revealing threats and risks that could affect it.	8
			The Federation is interested in identifying the actors in society to involve them in solving the problems they are exposed to.	9
			The union analyzes political factors and determines their effects	10
Internal environment analysis				
			The union is interested in showing the sources of strength and weakness.	11

			The Federation identifies the critical issues you face.	12
			The Federation studies the level of professional competencies of all workers in the Union.	13
			The Federation is concerned with the availability of administrative systems in it.	14
			The Federation was keen to provide a rich and effective culture.	15
			Attention to the effectiveness of the organizational structure of the Federation.	16
			The Federation's interest in providing its own database.	17
			The Federation's study of the efficiency of its buildings, facilities and equipment.	18
			The Federation's interest in administrative needs.	19
			The Federation's interest in sensing the psychological and social needs of workers and striving to meet them.	20

The seventh field Information and communication systems: The strategic planning process is based on the presence of accurate, comprehensive data, information and communications for all aspects of the Union in which the strategic plan will be applied

Notes	write off	Serve	Paragraph	sequence
			The need for databases in the Federation.	1
			The need for advanced information systems, communication devices and systems in the Federation	2
			The need for the union to follow, archive and document data and communications.	3
			The need for a system to store, handle and recall documents.	4
			The need to have a system to provide information to players clearly.	5
			The necessity of using modern communication systems to support information systems.	6
			The necessity of providing the Union with sufficient information about its programs and activities for the beneficiaries?	7
			The importance of modernizing and developing the communication devices in the Union.	8
			The need for ITU to provide effective communication systems for safekeeping of information.	9

			The need for policies to preserve the privacy of ITU records.	10
			There are backup copies of the official records of the Federation for preservation outside the Federation.	11
			Development of database systems based on defining the needs of the Union.	12
			The Federation's database systems are reviewed and evaluated.	13
			Database systems are upgraded and maintained based on the results of the audit and evaluation.	14

The Eighth Domain Organizational Structure: The organizational structure means that it is the framework or structure that defines the internal structure of the Union, as it clarifies the divisions, organizations and sub-units that perform the various actions and activities necessary to achieve the goals of the Union

Notes	write off	Serve	Paragraph	sequence
			The organizational structure of the federation is proportional to being a civil society organization.	1
			The importance of legal frameworks (legal procedures) for adopting or updating the organizational structure of the federation.	2
			The organizational structure of the Union is marked by clear lines of authority and responsibility.	3
			The necessity of accurate identification of the responsibilities of academic and administrative leaders in the Federation.	4
			The necessity of documenting these responsibilities in the Federation guide.	5
			The necessity of the federation's structure to depend on the delegation of powers.	6
			The need to clarify the tasks and responsibilities of all members of the Union.	7
			The necessity of the Union administration to be satisfied with the beneficiaries	8
			The necessity of modernizing the structures based on studying the needs required for the union	9
			The need for employees to be familiarized with organizational structures and job descriptions	10

The ninth field: Finance and financial management is all available administrative and financial capabilities to implement the strategic plan

Notes	write off	Serve	Paragraph	sequence
			The Federation's commitment to prepare an appropriate and detailed annual budget and a statement of the expected income and expenses represented by the Federation's fiscal year.	1
			The federation uses its resources and capabilities to achieve its goals.	2
			The Federation has been affected in taking its decisions and actions with the financial resources granted to it.	3
			The procedures for determining financial resources and their uses are subject to regular periodic evaluation.	4
			The union guarantees its financial stability for the success of its various operations and activities.	5
			The financial resources available annually are sufficient for the Union to achieve its mission, goals and strategic goals.	6
			Existence of financial systems and regulations governing the performance of the Union's financial management.	7
			Existence of a system for controlling the budget and financial affairs of the federation in a manner that secures the implementation of the federation's administrative committee's budget plans.	8
			The federation adopts an accounting system that adopts the accepted accounting principles.	9
			The annual financial auditing process is subject to certified chartered accountants.	10

The tenth area: implementation of the strategy, which is a complementary process to the previous operations that the federation chose to implement in practice

Notes	write off	Serve	Paragraph	sequence
			The Union establishes the necessary policies to implement the strategic plan.	1
			The Union defines the main tasks to be performed.	2
			The Federation distributes tasks to the members and determines the responsibility of each one of them.	3
			Coordination between members during the	4

			implementation of the strategic plan.	
			The Federation designs an accurate management information system that can be used during the implementation process.	5
			The Union designs a program to implement the various operations and activities.	6
			The Union shall determine the appropriate performance criteria, whether quantitative or qualitative.	7
			The Union lays down the principles and principles for the allocation and allocation of resources.	8
			The Union establishes a system of reward stimulus linked to the amount of achievement and progress in implementing the strategy.	9
			The Union establishes a precise, clear and fair system of punishment and deterrence to prevent or limit mistakes.	10
			Improving the relationship between employees of the union guarantees the progress of work and its capabilities.	11
			The Federation delegates some tasks to the workers, each according to its ability and capabilities.	12
			The Federation resolves all the existing interactions between the different fields and functional activities in line with the requirements of implementing the strategic plan	13
			The strategy is advertised in a manner appropriate to all relevant parties.	14

The eleventh area: evaluation: the process of obtaining data and using it to form judgments, which in turn is used in the decision-making process

Notes	write off	Serve	Paragraph	sequence
			Develop realistic and specific performance standards.	1
			The performance of the union is compared to the standards set periodically.	2
			The association compares its performance with that of other federations locally and globally	3
			The federation compares its performance with institutions known for its excellence in certain fields.	4
			The federation is keen to take feedback of its	5

			performance from the bodies that benefit from its services	
			Feedback from the performance of the Federation is taken from its members and affiliates	6
			The players 'feedback from players is taken into consideration.	7
			The evaluation system provides the information necessary to make decisions in a timely manner	8
			Procedures and practices are adjusted in light of the evaluation findings.	9
			Plans and objectives are adjusted in light of the results of the external environment analysis of the Union.	10
			The evaluation process focuses on measuring creativity, innovation and development among Union members.	11
			The calendar balances a measure of long-term and short-term goal achievement.	12
			The objectives of the courses and programs are analyzed to ensure that they cover the general objectives of the Union.	13
			The Federation administration is keen to communicate the results of the Union's performance evaluation to its members and the beneficiaries of its services.	14
			Long-term plans are reviewed annually to ensure suitability for changes.	15
			The Federation carries out periodic surveys to assess the extent of satisfaction of its members and beneficiaries of its services.	16
			The evaluation process covers all important aspects of the Federation's performance and its internal and external environment.	17

Annex (4)

Questionnaire paragraphs for the areas of strategic planning scale after the experts

Star	Scarcely	Sometimes	frequently	Always	Paragraph	sequence
					The message of the federation is in line with its available capabilities.	1
					The Union publishes its message clearly and in writing in its various branches inside Iraq.	2
					The mission of the Union's strategic planning is comprehensive and realistic.	3

					The mission of the Union's strategic planning is in line with its objectives.	4
					The mission of strategic planning expresses the current and future philosophy of the Union.	5
					The mission of the Federation includes the ability to embed values and beliefs in a manner appropriate to strategic planning.	6
					The Federation's strategic planning mission includes building on past experiences.	7
					The Federation's mission includes the main activities and services entrusted to it.	8
					The future vision for strategic planning is realistic and clear	9
					The Federation vision aims to diversify all services that would meet the ambitions of clubs and national teams	10
					The Federation vision seeks to achieve excellence in its work through its administrative excellence	11
					The Federation's vision is concerned with increasing its connection with society and the local environment through community partnership	12
					The future visions of strategic planning develop pride and belong to the union	13
					The Federation's vision is concerned with achieving mutual cooperation between its members	14
					The future vision for strategic planning helps in achieving the preparation to deal with future variables	15
					The strategic planning followed is in line with the union's vision and aspirations	16
					The Union sets realistic strategic goals that it derives from its mission	17
					The Union sets its strategic goals according to specific criteria for assessing progress in work	18
					The Union divides its objectives into an integrated short and long term phase	19

					Involvement of all Union members in the process of setting strategic planning goals	20
					The goals of strategic planning contribute to the accuracy of the Federation's work	21
					The goals of strategic planning act as incentives for members of the Union	22
					The strategic goals are the foundation upon which the Union builds its future policy	23
					The goals of strategic planning must be clear and understandable, clearly stating what needs to be done	24
					The Federation reviews the strategies and plans it implements in light of the continuous monitoring of internal and external changes	25
					The Federation shall determine the committee or individuals authorized to follow up the implementation of the set plans.	26
					The federation adopts various methods for monitoring and evaluating actual performance and comparing it with the expected.	27
					The Union uses regulatory information to build its future plans.	28
					The Federation identifies the obstacles and problems facing its plans.	29
					Continuous evaluation when implementing strategic plans.	30
					How credible is the union system in assessing its employees?	31
					Are incentives and rewards linked to employee performance levels and evaluation results?	32
					Does the federation leadership have a clear evaluation policy?	33
					Correct action is taken when monitoring for the short, medium, and long term to implement strategic plans.	34
					Control mainly focuses on the outputs of the planning process within strategic planning processes.	35

					The lack of committees operating in the Federation to follow up on various activities.	36
					The Federation believes that supervisory work is part of its responsibilities	37
					The necessity of field monitoring when implementing strategic plans.	38
					The federation is working on following up the maintenance of its gymnasiums.	39
					The Federation will follow up the implementation of the strategic plan.	40
					Monitor the union for its members and employees.	41
					The union's study of the prevailing social and psychological characteristics in society.	42
					The Federation studies behavior patterns and drivers of achievement for members of society.	43
					It studies the relationships of influence and influence with other federations.	44
					The Federation studies the economic factors in society and their impact on it.	45
					The Union studies technological changes and events and their impact on it.	46
					The Federation is interested in exploring the opportunities that can be invested.	47
					The Federation is interested in identifying the actors in society to involve them in solving the problems they are exposed to.	48
					The union analyzes political factors and determines their effects	49
					The Federation identifies the critical issues you face.	50
					The Federation studies the level of professional competencies of all workers in the Union.	51
					The Federation is concerned with the availability of administrative systems in it.	52
					The Federation was keen to provide a rich and effective culture.	53

					Attention to the effectiveness of the organizational structure of the Federation.	54
					The Federation's interest in providing its own database.	55
					The Federation's interest in administrative needs.	56
					The need for databases in the Federation.	57
					The need for advanced information systems, communication devices and systems in the Federation	58
					The need for the union to follow, archive and document data and communications.	59
					The need for a system to store, handle and recall documents.	60
					The need to have a system to provide information to players clearly.	61
					The necessity of using modern communication systems to support information systems.	62
					The necessity of providing the Union with sufficient information about its programs and activities for the beneficiaries?	63
					The importance of modernizing and developing the communication devices in the Union.	64
					The need for ITU to provide effective communication systems for safekeeping of information.	65
					There are backup copies of the official records of the Federation for preservation outside the Federation.	66
					Development of database systems based on defining the needs of the Union.	67
					The Federation's database systems are reviewed and evaluated.	68
					The importance of legal frameworks (legal procedures) for adopting or updating the organizational structure of the federation.	69
					The organizational structure of the Union is marked by clear lines of authority and	70

					responsibility.	
					The necessity of accurate identification of the responsibilities of academic and administrative leaders in the Federation.	71
					The necessity of documenting these responsibilities in the Federation guide.	72
					The necessity of the federation's structure to depend on the delegation of powers.	73
					The need to clarify the tasks and responsibilities of all members of the Union.	74
					The necessity of the Union administration to be satisfied with the beneficiaries	75
					The necessity of modernizing the structures based on studying the needs required for the union	76
					The need for employees to be familiarized with organizational structures and job descriptions	77
					The federation uses its resources and capabilities to achieve its goals.	78
					The Federation has been affected in taking its decisions and actions with the financial resources granted to it.	79
					The procedures for determining financial resources and their uses are subject to regular periodic evaluation.	80
					The union guarantees its financial stability for the success of its various operations and activities.	81
					The financial resources available annually are sufficient for the Union to achieve its mission, goals and strategic goals.	82
					Existence of financial systems and regulations governing the performance of the Union's financial management.	83
					The federation adopts an accounting system that adopts the accepted accounting principles.	84
					The Union establishes the necessary policies to implement the strategic plan.	85

					The Union defines the main tasks to be performed.	86
					Coordination between members during the implementation of the strategic plan.	87
					The Federation designs an accurate management information system that can be used during the implementation process.	88
					The Union designs a program to implement the various operations and activities.	89
					The Union shall determine the appropriate performance criteria, whether quantitative or qualitative.	90
					The Union establishes a system of reward stimulus linked to the amount of achievement and progress in implementing the strategy.	91
					The Federation delegates some tasks to the workers, each according to its ability and capabilities.	92
					The Federation resolves all the existing interactions between the different fields and functional activities in line with the requirements of implementing the strategic plan	93
					The strategy is advertised in a manner appropriate to all relevant parties.	94
					Develop realistic and specific performance standards.	95
					The union compares its performance with that of the federations	96
					The federation's performance feedback is taken from its members	97
					The players 'feedback from players is taken into consideration.	98
					The calendar system provides the information needed to take	99
					Procedures and practices are adjusted in light of the evaluation findings.	100
					The evaluation process focuses on measuring creativity, innovation and development among Union members.	101

					The calendar balances a measure of long-term and short-term goal achievement.	102
					The objectives of the courses and programs are analyzed to ensure that they cover the general objectives of the Union.	103

Annex (5)

The scale of strategic planning, in the final form

Star	Scarcely	Sometimes	frequently	Always	Paragraph	sequence
					The message of the federation is in line with its available capabilities.	1
					The Union publishes its message clearly and in writing in its various branches inside Iraq.	2
					The mission of the Union's strategic planning is comprehensive and realistic.	3
					The mission of the Union's strategic planning is in line with its objectives.	4
					The mission of strategic planning expresses the current and future philosophy of the Union.	5
					The mission of the Federation includes the ability to embed values and beliefs in a manner appropriate to strategic planning.	6
					The Federation's strategic planning mission includes building on past experiences.	7
					The Federation's mission includes the main activities and services entrusted to it.	8
					The future vision for strategic planning is realistic and clear	9
					The Federation vision aims to diversify all services that would meet the ambitions of clubs and national teams	10
					The Federation vision seeks to achieve excellence in its work through its administrative excellence	11
					The Federation's vision is concerned with increasing its connection with society and the local environment through community partnership	12
					The future visions of strategic planning develop pride and belong to the union	13
					The Federation's vision is concerned with	14

					achieving mutual cooperation between its members	
					The Union sets realistic strategic goals that it derives from its mission	15
					The Union sets its strategic goals according to specific criteria for assessing progress in work	16
					The Union divides its objectives into an integrated short and long term phase	17
					Involve all Union members in the process of setting strategic planning goals	18
					The goals of strategic planning contribute to the accuracy of the Federation's work	19
					The goals of strategic planning act as incentives for members of the Union	20
					The goals of strategic planning must be clear and understandable, clearly stating what needs to be done	21
					The Federation reviews the strategies and plans it implements in light of the continuous monitoring of internal and external changes	22
					The Federation shall determine the committee or individuals authorized to follow up the implementation of the set plans.	23
					The Union uses regulatory information to build its future plans.	24
					The Federation identifies the obstacles and problems facing its plans.	25
					Continuous evaluation when implementing strategic plans.	26
					Are incentives and rewards linked to employee performance levels and evaluation results?	27
					Does the federation leadership have a clear evaluation policy?	28
					Correct action is taken when monitoring for the short, medium, and long term to implement strategic plans.	29
					The lack of committees operating in the Federation to follow up on various activities.	30

					The Federation believes that supervisory work is part of its responsibilities	31
					The necessity of field monitoring when implementing strategic plans.	32
					The federation is working on following up the maintenance of its gymnasiums.	33
					The Federation will follow up the implementation of the strategic plan.	34
					Monitor the union for its members and employees.	35
					The union's study of the prevailing social and psychological characteristics in society.	36
					The Federation studies behavior patterns and drivers of achievement for members of society.	37
					It studies the relationships of influence and influence with other federations.	38
					The Union studies technological changes and events and their impact on it.	39
					The Federation is interested in exploring the opportunities that can be invested.	40
					The union analyzes political factors and determines their effects	41
					The Federation identifies the critical issues you face.	42
					The Federation is concerned with the availability of administrative systems in it.	43
					The Federation was keen to provide a rich and effective culture.	44
					Attention to the effectiveness of the organizational structure of the Federation.	45
					The Federation's interest in administrative needs.	46
					The need for databases in the Federation.	47
					The need for advanced information systems, communication devices and systems in the Federation	48
					The need for the union to follow, archive and document data and communications.	49
					The need for a system to store, handle and recall documents.	50
					The need to have a system to provide	51

					information to players clearly.	
					The necessity of providing the Union with sufficient information about its programs and activities for the beneficiaries?	52
					There are backup copies of the official records of the Federation for preservation outside the Federation.	53
					Development of database systems based on defining the needs of the Union.	54
					The Federation's database systems are reviewed and evaluated.	55
					The importance of legal frameworks (legal procedures) for adopting or updating the organizational structure of the federation.	56
					The organizational structure of the Union is marked by clear lines of authority and responsibility.	57
					The necessity of accurate identification of the responsibilities of academic and administrative leaders in the Federation.	58
					The necessity of documenting these responsibilities in the Federation guide.	59
					The necessity of the Union administration to be satisfied with the beneficiaries	60
					The necessity of modernizing the structures based on studying the needs required for the union	61
					The need for employees to be familiarized with organizational structures and job descriptions	62
					The federation uses its resources and capabilities to achieve its goals.	63
					The procedures for determining financial resources and their uses are subject to regular periodic evaluation.	64
					The union guarantees its financial stability for the success of its various operations and activities.	65
					Existence of financial systems and regulations governing the performance of the Union's financial management.	66
					The federation adopts an accounting system that adopts the accepted accounting	67

					principles.	
					The Union defines the main tasks to be performed.	68
					Coordination between members during the implementation of the strategic plan.	69
					The Federation designs an accurate management information system that can be used during the implementation process.	70
					The Union shall determine the appropriate performance criteria, whether quantitative or qualitative.	71
					The Union establishes a system of reward stimulus linked to the amount of achievement and progress in implementing the strategy.	72
					The Federation delegates some tasks to the workers, each according to its ability and capabilities.	73
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					The strategy is advertised in a manner appropriate to all relevant parties.	75
					The union compares its performance with that of the federations	76
					The federation's performance feedback is taken from its members	77
					The evaluation system provides the information necessary to make decisions in a timely manner	78
					Procedures and practices are adjusted in light of the evaluation findings.	79
					The evaluation process focuses on measuring creativity, innovation and development among Union members.	80
					The calendar balances a measure of long-term and short-term goal achievement.	81
					The objectives of the courses and programs are analyzed to ensure that they cover the general objectives of the Union.	82