

Administrative Performance and its Relationship to the Organizational Environment of Managers of Youth and Sports Forums for the Central and Southern Regions

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Abstract

The purpose of this paper isto study identifying the reality of administrative performance and the organizational environment in youth and sports forums from the point of view of sports supervisors, identifying the relationship between administrative performance and the organizational environment of youth and sports forum managers. The research community included the sports supervisors in the youth and sports forums for the regions of central and southern Iraq, who numbered (230) supervisors distributed over the provinces (Babylon - Qadisiyah - Najaf - Holy Karbala - Basra - Maysan - DhiQar - Kut - Muthanna). After we determined the features of the research community, the researcher resorted to choosing an appropriate sample of it in preparation for the application of the research on it, so the researcher chose the final application sample, as the main experiment sample included (100) sports supervisors from the research community.The researchers reached a set of conclusions, the most important of which are: The research sample (forum managers) in youth and sports forums in central and southern Iraq has a good degree in administrative performance and organizational environment. The results showed a positive direct relationship between administrative performance and organizational environment in youth and sports forums in central and southern Iraq. In light of these conclusions, the researchers recommended several recommendations, the most important of which are: Taking into account the professional problems facing the managers of sports forums that were mentioned in the first chapter and developing ways to address them, the need to pay attention to forum managers and involve them in developmental courses that lead to the development of professional awareness and organizational creativity, which is reflected Positively to develop their administrative performance.

Keywords: administrative performance, organizational environment, youth and sports forums.

Introduction:

The concept of management is one of the concepts that man sought to translate into work reality and define its concept in order to reach the best methods and use them to meet the requirements of his life. About more accurate concepts in order control the quality of the work he wants to do, and here the concept of quality emerges as an important requirement that man seeks to achieve accuracy in work. It is a relative concept because it gives different meanings according to different individuals and times depending on the situation. It aims to show the overall characteristics of productive work. Which allows it to lead, as expected, to satisfy the needs and desires of the consumer ⁽¹⁾.

The interest in total quality management in youth and sports institutions has recently begun in Iraq, as it is a distinguished administrative method capable of facing the challenges and surrounding developments on the one hand and able to achieve the desired goals on the other hand, through which the basic qualities and characteristics that develop the ability to be

creative and with the emergence of the role of Requirements in Total Quality Management as a method and standard through which methods of work approach are determined. The role of administrative leaders in youth and sports forums is highlighted as a key factor in the follow-up and implementation of these requirements.

Therefore, the administrative sports leaders represented in the directorates of youth and sports are the main link in guidance and follow-up, with the creative characteristics they possess, which they work to translate in dealing with the important joints in the educational circle, aiming behind this to fit in with the nature and great responsibility entrusted to them.

The importance of the study lies in identifying the relationship between the administrative performance requirements and the organizational environment for the managers of youth and sports forums, as it is the most accurate detail on the implementation and control of requirements in order to serve the achievement of sports achievements and the advancement of the reality of administrative work. The organizational environment of youth and sports forum managers, its definition and evaluation, maybe one of the means that enables followers to choose their leaders based on these pillars that the study tries to answer through the concepts identified by the study.

Research problem:

They noted that the availability of creative characteristics and the requirements of administrative work according to the perspective of total quality, one of the most prominent features that must be available, and considered one of the main pillars in the process of selecting administrative leaders. The leadership personality by studying the extent of the correlation between the requirements of the organizational environment on a youth and sports institution. The problem of the study lies in the following: What is the possibility of the existence of a correlation between the requirements of administrative performance and the organizational environment in youth and sports forums for the central and southern regions.

Research objective:

- Identifying the reality of administrative performance and the organizational environment in youth and sports forums from the point of view of sports supervisors
- Identifying the relationship between administrative performance and the organizational environment of youth and sports forum managers.

Research hypotheses:

- The researchers assume that there is a real relationship between the administrative performance and the organizational environment of the managers of the youth and sports forums

Research fields:

the directors of the youth and sports forums for the central and southern regions, the time of conducting the experiment was from 2/1/2021 to 30/4/2021, as for the place of conducting the experiment, the youth and sports forums for the central and southern regions.

Research methodology and field procedures:

Research Methodology:

The researchers followed the descriptive approach using the survey method and the correlations for its suitability to the nature of the current research.

Community and sample research:

The research community included the sports supervisors in the youth and sports forums for the regions of central and southern Iraq, who numbered (230) supervisors distributed over the provinces (Babylon - Qadisiyah - Najaf Al-Ashraf - Holy Karbala - Basra - Maysan - DhiQar - Kut - Muthanna).

After we determined the features of the research community, the researchers resorted to choosing an appropriate sample of it in preparation for the application of the research on it, so the researcher chose the final application sample, as the main experiment sample included (100) sports supervisors from the research community.

Applying the scales to the sample preparation:

After the scales See Appendix (1, 2). were determined and ready with its instructions and paragraphs, the researchers and the assistant work team began applying them to the sample of (100) mathematical supervisors” on the electronic (Drive Google) and paper questionnaire for the period from 3/3/ 2021 until 11/4/2021, and after completing the application of the standards, the researchers collected the forms in order to conduct the statistical analysis process of the standards, and the researcher and the assistant team emphasized the need for the supervisors to read the instructions sheet for the scale accurately, and to answer all the paragraphs with great care and honesty. Analyzing the items statistically, selecting the valid ones and excluding the invalid ones, depending on the discriminatory power (the two methods of the two peripheral groups and internal consistency) and to extract the validity and stability of the scale.

Statistical methods:

The search data was processed through the Statistical Package for the Social Sciences (SPSS).

Presentation, analysis and discussion of the results:

Presenting, analyzing and discussing the results of measures of administrative performance, total quality, and organizational environment among the members of the research sample:

A presentation of the results of the reality of the administrative performance and the organizational environment among the members of the research sample, their interpretation and discussion in the light of the research objectives, as follows:-

Table (1) shows the results of the reality of administrative performance and the organizational environment among the members of the research sample

Scales	Variables	Arithmetic mean	Standard deviation	Standard error	variance	Skewness
management performance	Field 1	47.10	4.34	0.43	18.82	0.11
	Field 2	52.25	4.44	0.44	19.68	0.18
	Field 3	45.38	4.42	0.44	19.57	0.37
	Field 4	45.85	3.91	0.39	15.30	0.99
	Field 5	45.89	5.73	0.57	32.85	2.82
	Field 6	57.66	5.51	0.55	30.41	0.13
	Total marks	294.13	20.53	2.05	421.39	0.38
Regulatory environment	Field 1	21.61	2.74	0.27	7.51	0.81
	Field 2	19.04	2.37	0.24	5.63	0.95
	Field 3	16.79	1.93	0.19	3.74	0.49

	Field 4	25.73	2.24	0.22	5.03	0.51
	Total marks	83.17	7.08	0.71	50.12	0.72

Presentation and discussion of the results of the reality of the administrative performance and the organizational environment among the members of the research sample and its analysis:

Table (2) shows the results of the arithmetic means, standard deviations, hypothetical mean, t-value, and the level of significance for measures of administrative performance, overall quality, and organizational environment among the research sample

Scales	Arithmetic mean	Standard deviation	hypothetical mean	T value	Sig level	Type Sig
management performance	294.13	20.53	210.00	40.98	0.00	Sig
Regulatory environment	83.17	7.08	60.00	32.73	0.00	Sig

Discussing the results of the administrative performance and the organizational environment among the members of the research sample:

Through the results presented in Table (2), which showed the presence of a good amount enjoyed by the members of the research sample of (100) supervisors in the measure of administrative performance, as the value of the arithmetic mean of the scale was greater than the value of the hypothetical mean, and the researchers attribute the reason for this result The directors of sports forums in the governorates of central and southern Iraq enjoy good administrative performance as a result of the accumulated experiences they gained during the years of service, as we find their acquisition of performance by working better as a result of experience and a lot of practice, and the number of sports activities in which they participate, according to the variable of the scientific level in which they are Which is characterized by the similarity in the structure of the administrative performance and the preparation of activities in other sports forums in central and southern Iraq, as they follow the same methodology and method in the process of preparing basic and other sports activities, as well as paying attention to the psychological aspect during the practice of sports activities by spreading the spirit of encouragement and enthusiasm and mobilizing psychological energy players have, and their ability to control their actions, self-control, focus, self-confidence, and positively employ administrative performance in line with other situations and their different circumstances, which leads to better performance of skills and duties, and to the fullest, thus increasing the experiences that these managers enjoy due to the large number of participations and competition In sports, meals and activities, and their varying degrees of difficulty and importance, and their acquisition of important psychological abilities, including administrative performance, which is a condition that qualifies its owner to accomplish serious innovations, and multiple ways to stimulate this situation, or to solve problems presented in different ways, in addition to being one of the important concepts that have an effective impact in Learning administrative work, as it is linked to the level of performance and then academic achievement, and what is achieved with its presence by directing attention to some activities that attract the players' interest with perseverance and better continuation of effort, and that administrative performance is of great importance from a mathematical point of view as it represents an end and a means at the same time .

The researcher believes that administrative performance plays an important role in raising the level of players' performance and productivity in different scientific fields, and the various activities that they direct the degree to which these needs are satisfied.

The researcher attributes the reason for the research sample (100) supervisors enjoying a good amount in the administrative performance scale, as the arithmetic mean value of the scale was greater than the hypothetical mean value. Compared to their less experienced colleagues as a result of the accumulation of experiences, they gained over the years of service, which allowed them to have good administrative compatibility, which is one of the important factors for success, which when it occurs there must be psychological compatibility represented in emotional balance, calm, encouraging atmosphere and appropriate environment and other things.

The results in the same table showed that there is a good amount enjoyed by the members of the research sample, numbering (100), supervisors in the overall quality, as the arithmetic mean value of the scale was greater than the hypothetical mean value, and the researcher attributes the reason for this result to the knowledge of the sports supervisor and his appreciation of what the forum has From an interest in total quality management, which has recently started in Iraq, as it is a distinguished administrative method capable of facing the surrounding challenges and developments on the one hand, and able to achieve the desired goals on the other hand, through which the basic qualities and characteristics that develop the ability to be creative and with the emergence of the role of requirements in Total quality management as a method and standard through which the methods of work approach are determined. The role of administrative leaders in youth and sports forums is highlighted as a key factor in the follow-up and implementation of these requirements.

The researchers attribute the (research sample) to enjoy a good amount in the administrative work, the structure of the sports forums, and the scientific and practical steps taken by the forum managers in teaching total quality management, and the diversity in its performance according to the different situations that characterize these forums, and here we find that the sports supervisors constitute a reason It is key in developing the skillful performance of the players and bringing them to a good level in this performance, and this requires the players to have good physical abilities.

Presenting, analyzing and discussing the results of the correlation between the research variables among the research sample members:

In order to achieve the third goal of the research, which is to identify the relationship between administrative performance, total quality and the organizational environment of some youth and sports forums in central and southern Iraq, the researcher extracted the values of the correlation coefficient (Pearson) between administrative performance and between administrative performance and the organizational environment, and between the organizational environment among the members of the research sample. As shown in Table (3).

Table (3) shows the values of the correlation coefficient (Pearson) and the partial correlation coefficient between the variables the members of the research sample

Variables	correlation coefficient (Pearson)	Level sig	Type sig
Management performance X Regulatory environment	0.741	0.001	Sig

Discussing the results of the correlation relationship (Pearson) between the three research variables among the research sample members:

The researchers attribute the result of the moral correlation between the administrative performance and the organizational environment among the members of the research sample, which was shown by the results of Table (3), to the fact that the degree of the forum manager's performance is greatly affected by the extent of his confidence in his abilities and capabilities. Capabilities in achieving the performance and the goal he seeks, rather he will not make the effort that enables him to achieve the goal. The manager who does not believe that he possesses the ability and willingness to help him in the best administrative work will decrease his motivation and then his giving in the educational units. The researchers believe that the organizational environment is one of the psychological characteristics and qualities that are closely related to the physical and physical characteristics, and without them the work of the forum manager becomes weak, and hence the psychological quality (organizational environment) of the forum manager has become one of the important aspects in the administrative work⁽²⁾. The researchers attribute the (research sample) enjoyment of a good amount in the organizational environment in the forum to the nature of the capabilities of these supervisors and their individual and collective administrative abilities, and the educational-training status, for them (years of service), as well as the process of administrative preparation, and the structure of the educational process used for them in youth and sports forums In central and southern Iraq, and the scientific and practical steps taken by the supervisors in teaching the basic experiences, and the diversity in their performance according to the different situations that characterize the forum, and their access to a good level in this performance.

Conclusions and Recommendations:

Conclusions:

Based on the research results that were reached within the limits of the research community, the following conclusions were reached:

- The research sample (forum managers) in youth and sports forums in central and southern Iraq enjoys a good degree in administrative performance and organizational environment.
- The results showed the existence of a positive direct relationship between the administrative performance and the organizational environment in the youth and sports forums in central and southern Iraq.

Recommendations:

- Taking into consideration the professional problems facing the managers of the sports forums that were mentioned in the first chapter and developing ways to address them.
- The necessity of paying attention to forum managers and engaging them in developmental courses aimed at developing professional awareness and organizational creativity, which is reflected positively in developing their administrative performance.

Reference:

- Samir Kamel Al-Khatib: (2008); Total Quality Management and ISO Contemporary Introduction, Jaafar Al-Asami Press, Baghdad , p.
- Muhammad Ali Shabib: (1990); Human Behavior in the Organization, Cairo, Dar al-Fikr al-Arabi, p. 30

Appendix (1)

Shows the measure of administrative performance in its final form distributed to the research sample

No.	paragraphs	I totally agree	I agree	neutral	I do not agree	Strongly Disagree
	planning					
1	The forum management sets goals for different ranges (short, medium, long term).					
2	The objectives set are clear for the management of the forum					
3	The forum administration is committed to implementing the plans and programs set by it					
4	The management of the forum prepares plans and programs according to the available human and material capabilities					
5	The forum management uses experts in the sports field to develop sports plans and programs					
6	The management of the forum depends on diversifying plans and programs in order to develop and advance various sports					
7	The forum administration is working on developing alternative plans in case the basic plans are not implemented					
8	The forum management periodically reviews plans and programs to identify strengths and weaknesses and discuss them to develop solutions					
9	The management of the forum takes into account the opinions suggested by the coaches when planning sports programs					
10	The management of the forum sets time programs for training the players of different levels					
11	The management of the forum sets a budget commensurate with the plans and programs prepared to achieve the goals					
	Leadership and decision making					
12	Forum management is altruistic					

	and selfless					
13	Forum management is characterized by courage when performing its administrative duties					
14	Forum management is characterized by the ability to creativity					
15	The forum administration respects the opinions and ideas of subordinates					
16	The management of the forum works on developing the spirit of social human relations among subordinates					
17	The goals set by the forum management are objective and achievable					
18	Forum management grants competent subordinates to carry out some tasks					
19	The forum management is honest with itself and with its subordinates					
20	The forum management has a sincere desire to work in their field					
21	The forum administration has the ability to deal with all age groups					
22	The staff of the forum is concerned with appearance and good manners					
23	The forum management works to coordinate the efforts of all subordinates during the required activity					
	Organization					
24	There is a clear organizational structure for all workers in the forum					
25	The organizational structure is commensurate with the nature of the work requirements of the forum management					
26	The existing organizational structure shows the levels and competencies for each functional level					

27	The forum administration puts an accurate and written description of the jobs of the forum workers					
28	The job description is periodically reviewed by the forum administration					
29	There is a manual that explains the main tasks, responsibilities and authorities of the forum workers					
30	All forum staff know their powers and responsibilities					
31	There is coordination between the Forum and the federations for different sports					
32	Clarity of responsibilities and authorities between administrative levels					
33	There is a system that motivates the administrators and workers in the forum					
34	There is an organization among the workers in the forum for the technical supervision of all sports					
	Control and calendar					
35	The control system of the forum management covers all areas of administrative work and activities in the forum					
36	There is a follow-up by the forum administration to take care of the talented youth in the forum					
37	The forum management has clear and specific plans within the forum for censorship					
38	The management of the forum has control over the performance of trainers and administrators when implementing the plans set					
39	There is continuous control over the administrative work by the senior management of the forum					
40	The implementation of the plans set by the forum administration is monitored to verify the achievement of the objectives					
41	The forum management monitors and follows up on sports facilities					

	and ensures the efficiency of sports equipment and equipment					
42	The oversight aims to rationalize the tunnels by defining the various training programs to improve the level of administrative work in the forum					
43	Effective supervision of the forum's administrative work improves the quality of work					
44	Censorship leads to correction of administrative performance within the forum					
45	The management of the forum has the ability to measure and control the quality of the sports product (player - coach - administrator)					
	time management					
46	The forum administration works on evaluating the administrative work in the forum according to measurement methods and scientific bases					
47	The forum administration sets a time limit for achieving the objective goals					
48	The management of the forum chooses the appropriate time to communicate its ideas to subordinates					
49	The forum administration strives to reduce the daily wasted time in accomplishing its tasks					
50	Forum management allocates part of the time for field living and meeting with subordinates					
51	The management of the forum determines the priorities of the training work and the dates for its completion					
52	It is noted that each worker in the forum (the employee) arranges his papers and tools on an ongoing basis					
53	Forum staff do not dwell on administrative work and do not care about low-priority matters					
54	The management of the forum					

	addresses the problem in a timely manner					
55	The worker in the forum (the employee) performs more than one job at the same time during his administrative work					
56	The forum management is committed to implementing the goals it sets and according to the specified times					
	Connection					
57	Forum meetings are periodic and scheduled					
58	The workers in the forum take into account the scientific and cultural level of the subordinates					
59	Forum management focuses on specific topics and does not distract the thoughts of subordinates					
60	The forum administration has the ability to communicate and communicate with various administrative levels					
61	The forum administration listens to subordinates' ideas and their interventions and discusses them					
62	The management of the forum uses technology and modern means in its administrative work					
63	The facial expressions of the worker in the forum indicate whether or not he is satisfied with the performance of his subordinates					
64	The forum administration does not show signs of tension and confusion in difficult competitions					
65	Forum management understands the views of others and discusses their dissenting opinions					
66	The forum administration encourages subordinates to exchange information with them					
67	Forum management directives are clearly visible to subordinates					
68	The forum management takes the					

	ideas and opinions of subordinates into consideration					
69	There are written requirements to describe the jobs of the forum workers					
70	The management of the forum is working diligently not to waste daily time in order to complete the tasks assigned to it					

Appendix (2)
The final regulatory environment scale

No.	paragraphs	agree	Not sure	not agree
A	The first axis: the organizational structure			
1	I think that the posts in the forum are defined in a clear manner and specific types.			
2	Sometimes it is not known who is responsible for decision-making in the forum.			
3	The forum management explains the policy of the administrative structure and its organization in the forum very clearly to all employees.			
4	Routine plays a very small role in the forum.			
5	Excessive controls, detailed administrative rules and red tape all make it difficult for good ideas to get noticed			
6	The low activity in the Forum is sometimes due to insufficient management, planning and implementation.			
7	In some of the tasks I worked on, it was not clear exactly who was the direct supervisor.			
8	Forum management is often interested in inviting the appropriate individuals to perform the required tasks.			
B	The second axis: responsibility			
9	We don't trust the individual initiative in the forum much, but almost everything is reviewed more than once.			
10	The administration gets bored when you refer to it in everything. If you think you are right, do not hesitate.			
11	Forum supervision is the basis for outlining subordinates to take responsibility.			
12	You will not progress from the forum unless you resist and be stubborn and try for yourself and on your responsibility			

13	Our principle is that everyone solves their own problems.			
14	If someone makes a mistake, he makes a set of excuses.			
15	One of the problems with the forum is that people don't want to take responsibility.			
B	The third axis: reward			
16	One gets more rewards and encouragement than threats and criticism			
17	In the forum, there is a reward system that helps the best individual to progress towards the better.			
18	The remuneration of individuals is proportional to the degree of excellence in their performance of work.			
19	The rate of criticism from the forum is very high.			
20	An individual is not rewarded and appreciated enough when he does a good job.			
21	If you make a mistake once while working in the forum, you must be punished.			
C	The fourth axis: the heat of relations			
22	An atmosphere of brotherhood and friendship prevails among the workers in the forum.			
23	The forum is characterized by a calm atmosphere for work.			
24	It is difficult for people to get to know each other within the forum.			
25	Isolationism at work predominates workers in the Forum.			
26	There is enough heat in the relationship between management and employees			
D	Fifth Axis: Loyalty and Belonging			
27	The individual feels proud of belonging to the forum.			
28	I feel like I am part of a well-functioning team.			
29	I feel somewhat of a personal loyalty to the forum.			
30	In a forum, people care a lot about their own interests first.			