

Identify the Reality of Innovative Leadership of the Heads for First-Class Football Clubs in Iraq

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Abstract

The importance of the study lies in the fact that there are terms and concepts associated with innovation and overlapping, including creativity, which distinguishes between them many management scholars .

As for the research problem, through the researcher's work, he noticed insufficient attention to what is known as innovative leadership for administrative leaders, especially in sports clubs participating in the first-class football league. With her, as well as motivating the team working with him to confront it and reach accurate decision-making, the human resources management in sports clubs participating in the first-class football league does not rise to the inspiration of ambition compared to neighboring countries in terms of the administrative performance of club heads. Therefore, it is necessary to know an evaluation of the innovation process in the work of the heads of these clubs, positively or negatively.

The research aims to identify the reality of the innovative leadership of the heads of first-class football clubs in Iraq. The researcher used the descriptive approach in the survey method and the correlational relations for its suitability and the nature of the research. The research sample was chosen by a simple random method and it included (210) coaches from the coaches of clubs participating in the League of Class Club the first class of football and for all groups of those who have training certificates, The researcher concluded the effectiveness of the innovative leadership measure in measuring the purpose for which it was prepared, which is to identify the innovative leadership of the heads of first-class football clubs, the presidents of first-class football clubs possess innovative leadership that qualifies them to lead their clubs and then reach the achievement of the previously planned goals.

Through the findings of the study, the researchers recommend engaging the heads of first-class football clubs in developmental courses inside and outside the country to develop their administrative capabilities and inform them of everything new in the science of sports management, develop self-abilities and pay attention to aspects of innovative leadership and administrative performance because they have a great role in raising the level of clubs From an administrative and technical point of view, and the necessity to conduct similar studies for other sporting events.

Introduction:

In recent decades, scientific developments have not been witnessed without parallel in the history of mankind. We specifically mention here the sports institutions, so they have to keep abreast of these developments and forced them to undertake a process of reviewing their policies, goals and activities related to innovation, it seems that developed countries have overcome most of the obstacles that were facing sports institutions, especially clubs, in their efforts to develop their activities, by creating administrative leaderships that have the ability to innovate through several methods and mechanisms, as they can be adapted and used for application in developing countries, especially in countries that have capabilities to do that.

Leadership is the essence of administrative work, and the key and basis of the administrative process because it represents an important factor in the success or failure of administrations, particularly sports. Because of their direct influence on the elements of the administrative process. It is responsible for making the administration more successful and efficient. Its success depends on providing a leadership style that can confront crises, challenges and recent developments.

Innovation has become something normal and is coming strongly and quickly without waiting and after small intervals, and that all innovations in all fields, especially the field of sports, begin with innovative ideas, as the successful implementation of innovative new programs depends on the person, leader, or team that has the innovative ideas or mentality and then develops. The situation goes beyond the innovation that leads to the success of any sports institution.

Whatever shape the future will look like, the sporting institutions that succeed are the ones who seriously believe that the advantage of their competitors is based on the development of their workers and that those who will lead those institutions will be of a different type of leader to whom people are accustomed.

The importance of the study lies in the fact that there are terms and concepts associated with innovation and overlapping, including creativity, which distinguishes between them many management scholars .

Research problem :

Through the experience of field researchers in the field of sports clubs, they noticed insufficient interest in what is known as the innovative leadership of administrative leaders, especially in sports clubs participating in the First Division Football League, the sport movement also suffers from many known challenges that require innovation capable leadership that will meet these challenges and deal with them as well as motivate the team working with him to confront them and reach accurate decision-making, also human resources management in sports clubs participating in the first-class football league does not rise to the inspiration of ambition compared to neighboring countries in terms of the administrative performance of club heads, so it is necessary to know an evaluation of the innovation process in the work of the heads of those

clubs, positively or negatively, and knowing the weaknesses, treatment, strengths to enhance them, and how much change the performance of workers in sports clubs.

Research objective:

Identify the reality of the innovative leadership of the heads of first-class football clubs in Iraq.

Research fields:

The human field: Heads of clubs participating in the First class of Football League for the 2019-2020 season.

Time field: 15/11/2020 to 20/2 /2021.

Spatial field: The headquarters and stadiums of the clubs of the central governorates participating in the division league.

Research methodology and field procedures:

Research Methodology:

The researchers used the descriptive approach in the survey method and correlational relationships for its relevance and the nature of the research.

Research community:

The research community has been identified with coaches of first-class football clubs teams for the governorates of central Iraq for the 2019-2020 football season, whose number is (232) coaches distributed over (78) club.

Research sample:

The research sample was chosen in a simple random way and it included (210) coaches from the clubs participating in the first-class football league, and for all groups who have training certificates for the governorates of central Iraq for the season (2020-2021), with a percentage of (90.51%) from Research community and by (78) clubs representing the governorates (Babil, Karbala, Najaf, Qadisiyah, Wasit, Muthanna, Baghdad, Diyala). The sample was divided into (10) trainers for an exploratory sample and (200) trainers for the construction and implementation sample.

Means, tools and devices used in the research:

Research tools:

- Arab and foreign sources and references.
- Personal interviews.
- Auxiliary work team.
- Questionnaire form.

Tools and devices used in the research:

- A computer (acer) type, count (1).
- Hand-held electronic calculator (CASIO) type, count (1).
- Electronic clock (CASIO), count (1).
- Stationery and stationery tools (papers and pens).

Field research procedures:

Procedures for preparing an innovative leadership scale: ⁽¹⁾

The paragraphs were prepared based on the innovative leadership scale, which consists of (46) items. The scale was presented to the experts to indicate the validity of the paragraphs, delete the invalid ones, and mark the paragraphs that need to be modified.

After using the (Ki^2) test, all the paragraphs of the decision-making scale were accepted, which amounted to (47) items because the calculated value of (Ki^2) was greater than the tabular value of (3.84) at a degree of freedom (1) and a level of significance (0.05).)

Exploratory experience for the Innovative leadership scale:

The exploratory experiment was conducted on Tuesday (16/11/2020) on a sample of (10) trainers.

Applying the innovative leadership scale to the construction sample:

The scale was applied to the research sample of (200) trainers for the period from 17/11/2020 to 19/2 /2021.

The key to correcting the innovative leadership scale:

After applying the scale and collecting the answer forms, the total scores of the scale were extracted using the correction key prepared by the researcher for this purpose, as the alternatives were given (5 degrees agreed, 4 degrees agreed, 3 degrees neutral, 2 degrees did not agree, 1 degree did not agree completely).

Analysis of the paragraphs of the innovative leadership scale:

The two terminal groups (discriminant ability):

The ability of the paragraph to be distinguished by using the two terminal groups was verified through the results of the building sample questionnaires amounting to (200) trainers.

- Arranging the coaches' scores on the scale from the lowest to the highest.
- Determining 27% of the higher grades and 27% of the lower grades. For the questionnaires, because this ratio achieves two groups as far as possible in terms of size and distinction, as the sample at each group reached (54) trainers.

It was found that all the paragraphs of the innovative leadership scale are distinct because the error rate values were less than (0.05), which confirms the distinction of all the (46) paragraphs of the innovative leadership scale.

Coefficient of internal consistency:

The relationship of the paragraph score to the overall score of the scale:

To find this indicator, a correlation coefficient (Pearson) was used between the score of the paragraph and the total score of the innovative leadership scale, for the individuals of the building sample of (200) trainers, which showed the significance of all correlation coefficients for all measures, since the error rate value was less than (0.05).

Psychometric properties of innovative leadership scale:

Validity:

- **Content validity:** The validity of the scale was verified by presenting its paragraphs to a group of experts and specialists in order to ensure the validity of its paragraphs and their suitability for measurement, as was presented earlier on the issue of determining the validity of the scale paragraphs.
- **construct validity:** This means the type of validity that shows the extent of the relationship between the theoretical basis of the test or the theoretical background from which the test was launched. The indications of the hypothetical formative validity can only be verified by following two statistical methods, which are the discriminatory

strength (the two peripheral groups) and the internal consistency coefficient. Both methods were adopted to verify the validity of the scale, as the differential strength of the paragraphs was calculated, and the internal consistency coefficient was also calculated.

Reliability: To verify the reliability of the scale, the following methods were used:

- **Split-Half:** The split -half was calculated by isolating the individual paragraphs from the even paragraphs, and in order to find out the homogeneity between the odd and even paragraphs, the (f) test for homogeneity was used, as it appeared that there is homogeneity because the calculated value of (f) of (1,121) for the decision-making scale is smaller than The tabular value of (1,26) at the level of significance (0.05) and the degree of freedom (199-199), after that the Pearson correlation coefficient was used between the odd and even paragraphs, where the value of the correlation coefficient appeared to be high, reaching (0.833). Since this indicator means half of the vocabulary, it is necessary to use the (Spearman Brown) equation to find out the amount of the reliability coefficient for all the terms, and after the statistical procedure for this equation it was found that its value, which is (0.901), is a high value, which indicates the reliability of the scale.
- **Alpha Cronbach equation:** The idea of this method is based on calculating the correlations between the group relations and the reliability of all the paragraphs in the test, as if we divided the test into a number of parts equal to the number of its paragraphs, i.e. each paragraph constitutes a sub-test, and in order to calculate the reliability in this way, all the questionnaires were subjected to the members of the research sample, who amounted to their number. (200) trained to the coefficient of Alpha Cronbach and upon applying the equation the value of the coefficient of reliability appeared equal to (0.943), which is a high value of reliability.

Statistical means:

The researcher used the Statistical Package for Social Sciences (SPSS).

- The arithmetic mean.
- Standard deviation.
- Median.
- Skew ness
- Standard error.
- Simple correlation coefficient (Pearson).
- (t) test for independent samples.
- Alpha Cronbach equation.
- (K_i^2) test.
- The Cyberman - Brown equation
- Single sample t-test

Presentation, analysis and discussion of results: -

Presentation, analysis and discussion of the results of innovative leadership:

Table (1) shows a statistical description of the results of the Innovative Leadership Scale:

Scale	N	Mean	Std. Deviation	Hypothetical Mean	Calculated (t) value	Sig level	Sig type
Innovative leadership	200	143.8450	23.775	138	6.719	0.000	Sig

Table (1) shows the degrees of the innovative leadership scale, as the arithmetic mean (143,8450) and a standard deviation (23.775), and when comparing the arithmetic mean of the scale's scores with the hypothetical mean of (138), it was found that the arithmetic mean of the scale's scores is greater than the hypothetical mean. This means that club presidents enjoy innovative leadership, in order to find out the statistical significance of the differences between the two averages, the T-test was used for one sample, and the error rate (sig) of (0,000) is less (0,05), which indicates the significant significance of the innovative leadership.

Researchers attribute this to the role of innovative leadership and to its great importance in developing sport in clubs, especially football, as well as nurturing talents in sports competitions and to achieve results that meet the aspirations of the administration and the public, therefore they must redouble efforts to develop their innovative skills to face all the problems and difficulties they face that may impede administrative work in order to achieve the goals of the clubs, as well as in order to deal with the variables, including players, coaches, members of the general assembly and the executive office, and the immediate crises faced by the clubs in addition to the audience, which only recognizes the results regardless of the availability of material and human capabilities in the club that help the administration in achieving its goals in addition to the association of many clubs with other ministries which does not deal with laws and sports regulations in force lead to many intersections between club heads and the highest official in the ministry or government institution, which requires the club president to have a great deal of innovative leadership. The great knowledge and familiarity with innovation of the heads of administrative bodies in the clubs translates into actual practices in the management of various activities ⁽²⁾.

(Suhaila Abbas 2004) believes that innovative thinking includes entering into the depths of the phenomena that the leader faces, revealing the relationship between the various variables and determining those that have a fundamental role in solving problems, as the role of the leader is not in facing immediate problems, but in the orientation of the future, and calculating his problems and ability based on the vision for the better situation, and accordingly, innovative thinking must work to change in line with the human needs and requirements (the needs of the subordinates) on the one hand and the requirements of the administrative and sports institution on the other hand. Emphasizing strengths and minimizing weaknesses are among the most important leadership skills ⁽³⁾.

Also (Nawaf Kanaan 2002) believes that innovation is one of the most important features that a leader should possess, which makes the leader able to innovate and create new ideas that help him in forming new ideas and finding appropriate solutions to difficult problems, and it is characterized by the ability to evaluate and analyze which is a later stage, for the innovation stage, (Canaan) believes that "the development of the innovative capabilities of leaders takes place through stimulating the level of ideas that allow the launch of new ideas, and also means creating the means to confront administrative problems and make decisions to solve them" ⁽⁴⁾ .

And (Attia Hassan Effendi 2001) indicates that the heads of clubs and sports institutions are facing pressures and rapid transformations in sports management, which has become an important aspect of investment, economics and politics, and an escalation in the forces of change in many places and this importance increases in the face of continuous changes, the most important of which is armament. With continuous knowledge of all areas ⁽⁵⁾ .

Conclusions and recommendations:

Conclusions:

- The effectiveness of the innovative leadership measure in measuring the purpose for which it was prepared, which is to recognize the innovative leadership of the heads of first-class football clubs.
- Presidents of first-class football clubs possess innovative leadership that qualifies them to lead their clubs and then reach the achievement of previously planned goals.

Recommendations:

- Involving the heads of first-class football clubs in developmental courses inside and outside the country to develop their administrative capabilities and inform them of everything new in the science of sports management.
- Developing self-capabilities and paying attention to aspects of innovative leadership and administrative performance, as they have a great role in raising the level of clubs in terms of management and technology.
- The need to work on conducting similar studies for other sporting events.

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