

# An analytical study of the ethics of commitment to the administrative work of members of staffs to some the central Iraqi federations

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## **Abstract**

*One of the main goals of the research is administrative work and adherence to it, where the problem of research lies by answering some of the questions what is (the principles of ethics and commitment to administrative work) in sports federations in Baghdad and the research aims to prepare a scale (ethics and commitment to administrative work) and learn about its reality in sports federations In Baghdad, the researcher relied on the descriptive approach in the survey method appropriate to the nature of the research problem. The research sample was members of some sports federations in Baghdad.*

*The researcher should pay attention to the members who possess characteristics and characteristics (to realize the principles of ethics and commitment to administrative work) to benefit from them in achieving the requirements and goals of higher departments and to reach the best results.*

**Keywords:** Ethics, commitment and administrative work.

## **Introduction**

Since the dawn of history, man has known moral principles and was the main driver of many human actions that led to the development of mankind and its progress towards the best. Because of the nature of the human being, which is affected by the surrounding environment and upbringing, however, his presence in the human being is indisputable, just as human morality is affected by many psychological conditions that may afflict a person, and the human psyche must overcome these conditions and address them. In the country from the events of wars and the entry of many political systems, which affected the accepted concepts, so the concept of ethics or dealing with it became deficient, and as a result of poor security and change of government, there was a loss of credibility, which affected ethics and administrative work and was considered almost non-existent.

Therefore, it must be emphasized that it should be activated and given sufficient importance to it, regardless of the surrounding conditions and the fluctuations in the conditions that led to the disruption of individual values, and lack of credibility, since only ethics, can guide our behaviour accurately. And as long as the conscience is present, it directs any administrator in any state institution to succeed and achieve the best accomplishments through organized and programmed planning on a basis free from administrative mistakes that lead any society to the abyss.<sup>1</sup> Through the conscience, a person can distinguish between right and wrong based on his situation In society, the conscience of philosophers is not inherited, but a person acquires it through education and living conditions, and it is also related to the performance of duty. The era in which we live is distinguished by the characteristics and characteristics that distinguish it from the previous ages, as the prevalence of conflicts and material conflicts prevails in this era and its domination over many areas of life and its activities, which are conflicts that allow the human being to exploit his human brother when he sees a glimmer of any material benefit without regard for any spiritual and moral values when It has diminished ethics.<sup>2</sup>

The importance of the research lies in conducting an analytical study to understand the principles of ethics among federation members in Baghdad, and the current research problem is determined in answering the following main

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question: Do our leaders still face their daily problems by ethically exercising their mental abilities, and produce solutions to them by the level of their ethical principles? Do they still have an acceptable level of competence and organization in the face of their individual and national problems, and have the enthusiasm and struggle to accomplish their duties in building the destroyed infrastructure and carry out their duties in facing these problems and shoulder their responsibilities in light of administrative corruption and the absence of job opportunities? Do the levels of administrative work for members differ according to the levels of ethics.

### Research objectives

1. Preparing an ethics scale for administrative work for members of the staff of some of the central Iraqi federations
2. Knowing the ethics of administrative work for members of some staff of the central Iraqi federations.

### Research fields

- The human field: A sample of members of some of the staff of the central Iraqi federations.
- Time range: 29-9-2019.
- Spatial field: The headquarters of the federations.

### Research methodology and field procedures

#### Research Methodology

The researcher relied on the descriptive method in the survey method for its suitability to the nature of the research problem, which is defined as one of the forms of scientific analysis and interpretation to describe a specific phenomenon or problem and visualize it by numbers through collecting data, information, analyzing and interpreting it in an accurate scientific way. <sup>3</sup>

### Research community and samples

#### research community

The research community means "all the vocabulary of the phenomenon that the researcher studies"<sup>4</sup>, where the research community reached (10) central federations and the lottery was conducted. The researcher adopted this division after taking the views of experts and specialists to cover Baghdad completely, and the study sample reached (10) federations and its percentage (53%) of the original research community was the main purpose of defining the research sample is to represent the results of this research on the total community, which the researcher chose according to the goals of the research, and the research sample represented colleges (shooting - boxing - football - games) Strength - Swimming - Wrestling - Arts for fighting - Basketball - Handball - Volleyball) Thus, the total number of individuals in the research sample reached (90) members.

#### Research samples

##### First: the sample of the exploratory experiment

The sample of the exploratory experiment consisted of (10) of the federations, which were randomly selected.

##### Second: scale samples

First, Sample of Preparing the Standard for Administrative Work Ethics: It included several members distributed to the targeted federations and the number was (80).

**Table 1.** Show the research community, its samples and the percentages of members show some staff of the Iraqi central federations

S	Federation	Society	Pilot sample	Sample preparation
1	football	9	4	5

2	Wrestling	9	2	7
3	boxing	9	-	9
4	Volleyball	9	2	7
5	Basketball	9	-	9
6	handball	9	-	9
7	Racquet games	9	2	7
8	gymnastics	9	-	9
9	Swimming	9	-	9
10	Shooting	9	-	9
Total		90	10	80

#### **Means, tools and devices used in the research**

##### **Search tools**

“The researcher needs different data to complete his research, and he must choose the appropriate tools to collect data, whether secondary or primary, knowing that there are many data collection tools that the researcher can choose to suit his research.”<sup>5</sup>

##### **The researcher used the following tools**

###### **First: interview**

The researcher conducted a group of personal interviews with several experts and specialists to collect information related to the subject of the study.

###### **Second: The questionnaire**

The questionnaire form is considered one of the methods used by the researcher for presentation and analysis, and since the research is interested in seeking their opinions, the researcher has adopted this form as the main means of collecting the data that the researcher designed. The tools that are used in the research should be described to indicate the needs of the study from them, as Muhammad Khalil and others are mentioned for the researcher to be able to complete his research fully, he must use the tools and means that help him complete his work.<sup>6</sup>

#### **Means, tools and devices used in the research**

- Arab and foreign sources and references.
- The scale used in the research

##### **Field research procedures**

To achieve the goals of the current research required, prepare a scale) so the researcher performed the following procedures:

###### **Scale selection**

After examining the literature and previous studies that dealt with the ethics of administrative work and conducting personal interviews with experts (1), the researcher adopted the ready scale for the researcher,<sup>7</sup> which consists of (33) paragraphs divided into six areas: (efficiency, cooperation, commitment Transparency, persistence, the balance of work). The scale was used in the Iraqi environment, so the researcher performed the following procedures:

###### **Procedures for setting up the first measurement tools**

Since the scale is of the paper and pen type, and to adapt it to what is required by the current study and its specialization, the preparation process must be followed for each of its paragraphs through the procedures known to prepare standards in sports management and the requirements imposed by their acceptance of the availability of scientific foundations and transactions for each of them, and in light of this the researcher deliberately To amend the

paragraphs by observing the conditions of their preparation and avoiding personal judgments in observing ethical, professional and legal controls and defining the purposes of the measurement, which are attributed by attribution in the paragraphs of the scale should be as follows: <sup>8</sup>

1. Short for no more than twenty words.
2. Not exiled or formulated in the past.
3. Do not express a fact or interpret it as a fact.
4. It contains one simple, non-compound idea.
5. Written in plain language with clear meanings.
6. You are a beautiful, emotional sentence according to the nature of the topic.

By adopting these determinants, adjustments were made to the content of the expressions of all the paragraphs of the scale and the alternatives (always, often, sometimes, rarely, absolutely), graded by correcting their weights from (5-1) in the positive direction.

**Table 2.** Show the alternatives (always, often, sometimes, rarely, absolutely)

Answer alternatives	Always	Often	Sometimes	Rarely	Absolutely
weight	5	4	3	2	1

**Determine the validity of the paragraphs, their alternatives, the method for calculating their weights and the modified scale instructions (apparent validity)**

After making the aforementioned amendments to the scale, the researcher designed paper-based polling questionnaires, and included each scale in its initial and modified form in each of them, and was presented to a group of (15) academic experts and specialists to obtain their agreement and deliberate with them on the amendments for each of the paragraphs of each Separately, after extracting their consensus using the law (Chi-square), tables (3) show the results of this sincerity as follows:

**Table 3.** The show demonstrates apparent validity for preparing administrative work ethics paragraphs

S	Scale fields	Number of paragraphs before the amendment	Modified paragraphs		Deleted paragraphs	Number of paragraphs after the agreement
			S	N		
1	Efficiency	6	All	6	-	6
2	Cooperate	6	All	5	1	5
3	Commitment	6	All	5	1	5
4	perseverance	6	All	5	1	5
5	Transparency	6	All	6	-	6
6	Work balance	6	All	6	-	6
Overall scale		36	33		3	33

**Pilot study**

It is a microscopic experiment applied to a small sample of the same research community that takes place under conditions similar to the conditions of the main experiment. The objective is to:

- Learn about errors and obstacles.
- Learn about the ability of the auxiliary staff.
- Learn about the ability of the sample to apply the test.

After the scale became ready for application, the researcher conducted the exploratory experiment before the final application of the research at an appropriate time on a sample consisting of (10) members on the date (10/10/2019) to create the reasons for success when applying the main test to the research sample and making sure the sample understood terms the scale to avoid any errors or difficulties when applying during the main text of the research.

### **The discriminatory honesty of the scale**

The modification of the content of paragraphs phrases and the amendment of the number of alternatives to the paragraphs will affect the discriminatory ability, so the researcher created the discriminatory ability of the modified scale paragraphs by adopting the method of the two groups by applying the image of each of them to the statistical analysis sample of 80 (individuals), and then arranged their results descending for each paragraph in The scale then determines 27% of it to be the number of the whole group, upper and lower ones, which reached (27%) individuals in each upper and lower group, and then compare the results of the members of the upper and lower groups with a law (t-test) for unconnected samples.

### **Validate the internal consistency of the scale**

One of the requirements of the formative honesty of the scales of the paper and the pen in sports management is to be homogeneous, that is, that the weights of its paragraphs go with the total degree of the field and the scale belonging to it on the same pattern in increasing or decreasing the degree, and since the paragraphs of the scale have achieved discriminatory honesty and none of them has been deleted, the researcher intends to The degree of application of the scale depends on the sample of the statistical analysis itself.

And finding these correlations with statistical treatment with the simple correlation coefficient (person) in two ways as mentioned, as this method is one of the most reliable means when finding the internal consistency of paragraphs of standards.

### **Stability of scale**

- **Halfway method**

This method is based on dividing the test paragraphs into two halves, the first contains the paragraphs that have odd numbers and the other contains the paragraphs with even numbers, and this method gives equal grades for the two halves of the paragraphs, and to calculate the stability of this method has been used data forms (80) members of the preparation sample On the scale, the two parts are equal, as the sum of the individual paragraphs (25) and evenness (25), the stability factor between the two halves of the scale was extracted using the correlation coefficient (Pearson Simple), and the half-test stability coefficient values were adjusted with the stability index equation (Spearman-Brown).

### **The Alpha Crew spoiler coefficient**

The researcher used the Alpha Crowach method because it is used in any type of essay and substantive questions <sup>9</sup>, and the Cronbach method is one of the most used measures of consistency, as it depends on the consistency of individuals 'performance from one phrase to another. <sup>10</sup>

To calculate the stability by the alpha-crow parameter of a scale, the researcher relied on the same sample number of (80) members, and when calculating the value of the stability factor it became clear that it is (968.33), which is a good and acceptable stability factor that can be relied upon.

### **The scale is in its final form**

The scale has become composed of (6) axes which are (efficiency, cooperation, commitment, perseverance, transparency, the balance of work) (33) phrases are distributed, with five alternatives that are (always, often, sometimes, a little, rarely)

### **The final application**

After completing all the requirements, procedures and preparation of the scale, the scale became ready for application, and the researcher applied the scale in its final form to the application sample of (80) members and was completed for the period from 12/22/2019 - 27/1/2020. After analyzing the sample responses, the data was collected in a special form Each person has their degree.

### **Statistical means**

The results of the study were entered automatically using the Statistical Package for Social Sciences (SPSS) Edition (25).

### Results and discussions

After conducting the process of measuring the variables by applying the measures and obtaining the data and achieving the aim of the study. After that, the researcher sought to extract the mean values and the standard deviation of the basic experiment sample scores, whose number is (80) members, then the hypothetical mean value of the measures was calculated. According to the schedule.

**Table 4.** Shows the significance of the differences between the mean and the hypothesized mean

Variable	Mean	SD	Hypothetical medium	(t)Value	Moral value	Statistical significance
Efficiency	25.26	2.185	18	29.754	0.000	Sig.
Cooperate	17.11	3.117	15	6.063	0.000	Sig.
Commitment	18.85	2.36	15	14.638	0.000	Sig.
perseverance	19.37	5.281	15	11.907	0.000	Sig.
Transparency	23.71	2.114	18	24.194	0.000	Sig.
Work balance	23.46	2.542	18	19.225	0.000	Sig.
The overall score for the scale	129.76	8.958	99	30.698	0.000	Sig.

Completion of the preparation of a scale and its application to the basic study members of the study whose number is (80) single and which includes (6) fields and (33) words distributed by (5,6) paragraphs for each field, then the researcher sought to extract the values of the arithmetic mean and the standard deviation of the scores of the members of some of the staff on The scale then calculates the value of the hypothetical mean of the scale of (99) degrees, and after inference about the significance of the differences between the two means (the mean and the hypothetical mean of the scale) by using a test (t) for one sample as a statistical means to achieve this purpose and learn about the reality of the study, the results have shown Relating to data analysis,<sup>11</sup> the mean of the achieved mean for the scores of the individuals in the research sample reached (129.76) degrees and with a standard deviation of (8.958) degrees. The value of (n) favouritism (30.698) is greater than its tabular value of (1.67) at a degree of freedom (199) and under the significance level (0.05) via a table (4) shows that the difference is in favour of the mathematical mean achieved and this indicates that the level of ethics Work in federations It is a level above the middle, and the researcher sees the reason for that due to the many experiences that they passed during their work that enabled them to enjoy the qualities of the living conscience and how to deal with various conditions and the ability to bear the pressures of work and overcome them in a manner that is consistent with the ability to not affect their provision of various services to achieve the goals The desired goal that they aspire to achieve, as well as how to deal with workers with them in proportion to their job status and personal and psychological aspects of them.<sup>12</sup>

The importance of administrative work ethics is particularly evident in the human aspect of management through the responsibilities of the administrator in developing human relationships Based on mutual understanding between him and his subordinates, respect for co-workers in discussing what affects their affairs and accepts their suggestions whatever efforts he makes in his group activity and motivated workers to work with enthusiasm and consent to provide their maximum energies in the work to satisfy the needs of subordinates and their requirements in addition to what was previously mentioned, the age factor for sample individuals Searching the positive impact that makes them deal ideally with his employees. The leader is distinguished by his actions and their actions in the form of responses. Actions and be more creative or innovative in their ideas and more authentic and interact with others.<sup>13</sup>

The administrative work depends on the person himself so that honesty and seriousness are the keys to management and its importance is represented in all aspects of the administrative process, which is the organizational side, the human side, the social side, and the goal side.

## Conclusion

That the members of the federations enjoy an above-average degree of (administrative work ethics), and the model is suitable for the Iraqi environment at present because of the continuous changes in all areas. Everyone who is in charge must have mental maps based on the philosophy of knowledge, and they have visions that raise motivation by focusing on efficiency and organization, and they are two perspectives that enter a purely administrative approach, and at the same time, they are affected by other ethical factors which are the charm of personality and motivation inspiration.

## Recommendations

The need to reinforce ethical principles and values and adhere to the laws of senior management through ideal administrative practices, honour positive behaviours through flyers, seminars, and workshops, and pay attention to qualified senior leaders who have personal characteristics and characteristics to benefit from them.

The necessity of media attention of its various types to the ethical aspects through working to allocate programs and seminars aimed at raising work efficiency and awareness of the importance of ethics and laws, and encouraging adherence to them, and that the general culture attach more importance to the process of forming a common vision among workers with a view to self-development and encouraging them to make their observations And their suggestions, and defining their needs for development and development in a way that secures the development of a strategic approach to developing workers and improving their performance, and following the principles of Islamic administrative thought and the leadership model of our noble Prophet, peace and blessings be upon him, which is characterized by justice, compassion, and taking into account individual differences between humans while taking advantage of the tremendous progress in modern times in areas and sciences Management and leadership, and the adoption of a flexible policy that allows the democratization of relationships, the encouragement of communication and participation, and the way for creative ideas and the use of information owned by individuals for the purpose of reaching decisions that achieve learning goals in order to enhance information justice.

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