

An analytical study of the structure of Iraqi sport clubs and its relationship with the administrative creativity from the point of view of administrative association members

Asst. Prof. SUHAIR METEAB MUNAF¹

Abstract

Laying out the structural map for sports institutions, identifying all obstacles and problems, training workers on organization and development, and using advanced means and tools to strengthen communication networks, as well as the organizational structure and strategies used to develop administrative work and human resources, and investing the resources, stadiums and infrastructure owned by these clubs, which need to be organized and prioritized. And the creativity of administrative sports an important role in facilitating things sports and filling all sports requirements required and giving administrators a yield of the level of achievement of the results of these clubs because they are responsible for the implementation of the club's policy. And translating it into a practical reality while overcoming all difficulties and obstacles and facilitating work ,so the researcher found that it is better to delve into two important factors that may be related to important achievements at the administrative level, so the importance of research is evident by studying the requirements for structuring sports clubs and administrative performance from the point of view of members of the administrative body.

Keywords: Iraq, sports, clubs, administration, creativity.

Introduction

The research aims: to amend the scale of the requirements for structuring Iraqi clubs, to identify the requirements for structuring Iraqi clubs, to identify their administrative creativity and the relationship between the two variables of the research sample.

Literature review

The progress of civilizations and nations affected by the virtual through scientific and technological progress and that this progress is reflected in the political sphere, economic and social not to mention the sports field, and is a management science sports of the major importance of science that impact reality on society and in all fields of various sports and activities as may be used (Hussein, 2008) This science is in order to solve the problems and obstacles that prevent the achievement of the desired goal of the sports process. Sports management as long as it is one of the solutions for the advancement of sports reality must be taken care of, as institutions and bodies, including sports clubs, are in dire need of a wise administration that understands its work and its requirements and interacts with it in order to accomplish tasks with less Effort, time and with high efficiency. Institutions that rely on ancient intellectual foundations and that believe that the function of management is to organize resources and employ them at home to achieve results abroad that will not be able to withstand in a world dominated by competition, change and continuous change and modern

¹ University of Baghdad /College of Physical Education and Sport Sciences/ suhir.mutib@gmail.com

technologies. Laying out the structural map for sports institutions, identifying all obstacles and problems, training workers on organization and development, and using advanced means and tools to strengthen communication networks, as well as the organizational structure and strategies used to develop administrative work and human resources, and investing the resources, stadiums and infrastructure owned by these clubs, (Saad, 2019) which need to be organized and prioritized. And the creativity of administrative sports an important role in facilitating things sports and filling all sports requirements required and giving administrators a yield of the level of achievement of the results of these clubs because they are responsible for the implementation of the club's policy. And translating it into a practical reality while overcoming all difficulties and obstacles and facilitating work, so the researcher found that it is better to delve into two important factors that may be related to important achievements at the administrative level, so the importance of research is evident by studying the requirements for structuring sports clubs and administrative performance from the point of view of members of the administrative body. (Radwan, 2009)

Methodology

Method and tools: Use the T researcher of the curriculum descriptive survey manner and was to determine the research community of members of the administrative bodies totaling (208), a member of either the research sample consisted of clubs and excellent rate of (96) Member and by percentage (46.15%) of the research community has been divided to the sample (12) individuals for a sample survey, and (40) an individual sample modified scale restructuring of sports clubs, and (44) for the individual sample application. *Means, devices and tools are* Arab and foreign sources, the corresponding data Personal, Experts and specialists in the field of sports management, measurement and evaluation, Data collection and dumping form, The international electronic information network (internet), Assistant Work Team, Electronic Calculator Type (Dell) and stopwatch type (Casio) To know when to answer the two scales' paragraphs while doing the exploratory experiment.

Procedures for implementing field research steps: Through the researcher's review of previous studies and research, I found several standards, but they passed for a period of time, and they were used on societies and clubs other than Iraqi clubs. Therefore, the researcher reviewed the scale and its paragraphs and made sure that he needed to amend some of these paragraphs or not, and then presented it to experts and specialists and then approve it and distribute it to the amendment sample to extract the scientific basis for it.

Preparation of scale paragraphs: After determining the scope of the scale for those in charge , the researcher prepared a questionnaire for the fields and paragraphs of the scale with identifying alternatives to the proposed answer, as the number of the scale paragraphs in the initial formula reached (65) paragraphs, and the researcher used the method of selection from three (Likert) Was developed as a measure three - graded (always , sometimes, rarely, never) were arranged ladder grades starting from (4), (3), (2), (1) and by the researcher to take into account aspects of the following when formulating the scale :Each field should have its own paragraphs.

- *That the paragraphs of each field express the theoretical definition of the field.*
- *That the paragraph has only one specific meaning.*
- *That the paragraphs have clear meaning and understandable words.*
- *Stay away from incomprehensible paragraphs.*

Determine the validity of paragraphs: The researcher presented the scale to a group of (13) experts and specialists in the field of sports management, testing and measurement in the sports field for the purpose of

reviewing the scale paragraphs and their suitability and validity, expressing observations and amending or deleting the inappropriate paragraphs, and through a box like any the scale became (60) Paragraph of the original (65) paragraphs meaning that (5) paragraphs distributed over (4) areas were neglected in Sports Clubs Structuring Scale in the initial form, it is shown that the chi-square value of the scale noting that the significance value is significant when Choosing a measure of administrative creativity (Saad, 2019) The researcher chose the measure of administrative creativity, which is a standardized measure on the Iraqi environment, as well as that it is applied to a sample similar to that of the researcher and consists of (65) paragraphs, and its fields are (intellectual fluency, risk, ability analysis and linkage, the discovery of problems, empowerment, leadership, flexibility) so not the researcher to extract the foundations of scientific and his adoption as the measure includes a measure quintet always work, often working, sometimes working, rarely works, do not prevail for at all

Experience exploratory: The researcher applying the two measures on the exploratory experiment consisting of group members of the administrative bodies in the Iraqi clubs numbered 12 people at the headquarters of their work, showing accepted the sample of the scale yet through the clarity of instructions and easy to understand paragraphs and clarity was experienced researcher or team assistant any cons or Constraints.

Applying the Sports Clubs Structuring Scale to the Modification Sample:

After the test areas and paragraphs by experts became ready for application extension (4) as applied with the help of team assistant sample adjustment totaling (40) of the members of the administrative bodies and after the completion of the implementation of the main experiment the researcher arranged forms scale and correct and record the results in preparation for analysis Statistically, some descriptive statistics have been found for the sample.

Psychometric properties of the Sports Clubs Structuring Scale: The psychometric properties include a measure of the ability of the scale is prepared to measure e also includes the ability to measure the scale of the phenomenon of an acceptable degree of accuracy or less mistakes as possible.

Validate scale: Honesty is that the test measures the ability, trait, or aptitude that the test is designed to measure, that is, it actually measures what it intends to measure (Radwan, 2009) as the researcher relied on several types of validity to verify the validity of the two measures.

Validate the content: Check this kind mediated by rational analysis of the content of the scale and determined based on the provisions of the subjective, there are two types of honesty are honesty and truthfulness in-kind virtual.

Virtual validity: You may check this a kind of honesty and identified paragraphs of the scale with the help of a group of experts, management of sports, testing and measuring the extension (2), it has been asked to each arbitrator to determine the validity of each phrase (suitable, not suitable) and appropriate adjustment of the paragraphs in proportion to the sample used, as explained Nose.

Discriminatory ability of paragraphs: To verify the distinctive ability of the paragraphs whose paragraphs are at the fore, the value must be (TA function between the results of the upper and lower group of the statistical analysis sample on each paragraph (Hussein, 2008).

Thus arranged scores of each paragraph in ascending order of the lowest to the highest degree were selected (50 %) of the lower grades and ideals of higher grades and a for 50 % of the senior group and 50 % of the group minimum is the best percentage we get through which the highest distinction transactions. After treating the results statistically, it was found that the paragraphs are true and valuable (Sig) is smaller than the significance level of \$ (0.05)

The value of significance to be significant if < 0.05 to the degree of freedom (38) It is evident that all the scale paragraphs are able to distinguish between the upper and lower levels, so no paragraph has been deleted from the scale.

Consistency of internal's for scale: The T researcher of calculating the internal consistency of the Mkie Q by extraction Pearson correlation coefficient between the degree of each of the phrases scale and the total score of the scale sample adjustment

The reliability of the scale :The researcher extracted the reliability in three ways:

Half-segmentation method : This method measures the internal homogeneity of the scale paragraphs, as this homogeneity indicates the extent of consistency in 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 coefficient calculated with the equation (Spearman Brown). The researcher relied on the data of the main experiment sample for modification of (40) individuals in calculating stability in this way, as the statistical bag for social sciences was used (Spss) The divided vertebrae scale structure of sports clubs into two parts were then extracted correlation coefficient between the total extracted degrees represents stability for half of the test which is (0.762) In order to get the reliability coefficient of the test as a whole was used equation (Spearman Brown) to correct the correlation coefficient after the patch has become a factor of Stability (0.661), which is a high stability factor that can be relied upon to estimate the reliability of the test.

Fakronbach Laboratories: The researcher extracted the stability factor of the Alvakronbach Matmdta sample data for the modification and extraction coefficient of stability, which was the value of the scale (0.884), a high stability coefficient, can be trusted to assess the stability of the test.

Objectivity: If the questionnaire is adjusted, it will be characterized by objectivity as it is far from interfering with the researcher himself and his opinions, and this is confirmed by a number of specialists (the extent to which the examiner is free from subjective factors. Therefore, the two measures of the method developed for the research are characterized by objectivity because there is a key to correct the answer alternatives .The objectivity of the two measures has been achieved, the structure of sports clubs and administrative performance. .

Results

1. Statistical analysis for the Sports Clubs Structure Scale

The table (1) shows the arithmetic mean, standard deviation, and value (T) and the hypothetical mean of the scale of structuring sports clubs

line	number	arithmetic mean of	standard deviation	skewers	hypotesis ed mean	Values T C alculated	Error level	indication
	44	146.4773	8.43164	0.079	250	-2.771-	.008	moral

Moral From (0.05) degree of freedom (43)

Display the results of arithmetic mean, standard deviations, mean, assumption, and value (T) Areas of scale restructuring of sports clubs

The table (2) Statistical analysis for the field of data structuring sports clubs scale

the field	Arithmetic mean	standard deviation	Values) T (Calculated	Significance value	The type of difference
Sports club strategy	43.8636	5.34655	-1.410	.166	Immoral
The hypothetical mean of the field			45		
Development of the organizational structure of the institution	42.1818	4.69177	-.450	.655	Immoral
The hypothetical mean of the field			42.5		
Developing the organization's human resources system and policies	1.077	288	Immoral	288	Immoral
The hypothetical mean of the field			27.5		
Performance development in the sports institution	-.301-	765	Immoral	765	Immoral
The hypothetical mean of the field			35		

Discussion: The researcher finds that there is a significant difference between the hypothesis and the arithmetic mean in favor of the hypothesis of the scale, meaning that the sample is not good in the scale of the structure of sports clubs. As for the areas of the scale, it gave the same results, that is, there is no level of the sample on the scale, as the researcher attributes the emergence of non-significant differences in The first area of this sports clubs strategy is that the administrative individual does not prepare educational and social numbers through sports activities and the principle of sport for all. He promised interest in tournaments in all activities as well as the sports investment process that has become suffering from the organization and the use of the best way for it. The results are consistent with the sample in not setting standards And levels that must be reached through sports activities, "The goals of the clubs according to the organization's regulations are nothing but the formation of the citizen's personality in an integrated manner through sports, social, cultural, religious, recreational, and health activities and facilitating ways to occupy leisure time for members" (Al-Shafi'i, 2004) It seems that there is a weakness in achieving realistic goals that can be achieved. As for the second area, the development of the organizational structure did not show any differences in favor of the computational medium, since the work to update the organizational structure requires diligent work by committees and members on a regular basis and this is what the sample lacks, and the researcher believes that there is no interaction Among the members in developing ideas and performance and investing human and material resources, as well as there is ambiguity in showing responsibilities and authorities and achieving common goals. Regarding the development of the institution's human resources systems and policies , it is due to the fact that it requires the employees of the institution to develop their systems and pay attention to the evaluation process and to involve the employees of the sports institution in the evaluation process as well as to develop the financial resource for those affiliated with this institution through the application of the policy of incentives, wages and remuneration and the provision of health, psychological and social care. The methods that stimulate work and which the president relies on should be provided to influence the behavior of working individuals, whether the incentives are material, moral, and positive, negative." (Al-Wahab, 1994) In the field of the development of performance sports organization any differences did not appear for the middle of the arithmetic also sees the researcher that the institutions of sports do not score their members with expertise and involvement m in solving the club 's problems , which do not develop their sense of belonging to their club and their desire sincere in achieving sporting objectives,

social and also not a lot of Regular meetings of members and their participation in planning and implementation of activities and permanent awareness of them through available means of communication.

The table (3) shows the arithmetic mean, standard deviation, and value (T) And the hypothetical middle of the administrative creativity scale

the number	arithmetic mean of	standard deviation	skewness	hypothetical mean	Values T Calculated	Error level	indication
44	194.2727	12.42347	-.393	195	-.388-	700	Immoral

Moral From (0.05) degree of freedom (43)

2. Statistical analysis of the fields of administrative creativity scale

The table (4) Statistical analysis to the field of data structuring sports clubs scale

the field	Arithmetic mean	standard deviation	Values T Calculated	Significance value	The type of difference
Intellectual fluency	33.4773	4.07196	.777	.441	Immoral
The hypothetical mean of the field			33		
The risk	32.8409	5.02062	-.210	.835	Immoral
The hypothetical mean of the field			33		
Analysis and correlation	26.7727	4.37681	-.344	.732	Immoral
The hypothetical mean of the field			27		
Troubleshoot problems	22.9091	5.07075	-1.427	.161	Immoral
The hypothetical mean of the field			24		
Empowerment	27.3182	4.30669	.490	.627	Immoral
			27		
Leadership	26.4091	3.69360	-1.061	.295	Immoral
			27		
Flexibility	24.5455	3.52700	1.026	.311	Immoral
The hypothetical mean of the field			24		

Discussion: It is shown that the researcher there is a significant difference between the central premise and arithmetic in favor of the premise of the scale i.e. that the sample is not good in the scale of innovation administrative either the areas of scale starts by the same results ie no level of sample scale as it attributes the researcher and so that the administrative bodies For sports clubs in Iraq, administrative creativity did not have a clear appearance in their practices in a way that would qualify them for creativity, and their focus was focused on achieving administrative competence according to recognized programs to ensure their work on what exists and not on what should be, since creativity was not considered a strategic goal in developing Work of the administrative body. In addition, the available environment is not feasible to show the creativity process, as it lacks many administrative and material capabilities, which are one of the sources of creativity impediments. As well as the process of information flow and the nature of continuous communication to

solve problems that conflict with the ability of the members of the administrative body , because the club does not provide the appropriate atmosphere for it by adopting new ideas and supporting them financially and morally and transforming them into practical programs that serve the team. The world today falls within the information and communication revolution for change processes and pushing organizations to develop creativity to enable them to coexist and keep pace with future requirements according to the changes of time. As the non-holistic view that characterized the sample of what is present in the administrative aspects hindered the nature of thinking towards what is new, and the restriction of freedoms to act within the body in a flexible manner and adhere to the usual to choose natural solutions to solve a specific problem, which may help in overcoming it, as the usual thinking of problems In different circumstances, it negatively affects the desired results. In addition, the fear of failure and deviations from the usual may impose accountability and reprimand for the authority by the beneficiaries internally and externally. "Non-creative organizations and institutions usually invest a small portion of the available or required capabilities, which drives workers to a lack of interest in solving problems, in addition to their belief that the administration in charge of work tasks stands at the prevailing values and beliefs that believe that this matter requires people who are distinguished by creativity and not others, may have a negative impact on the motivation of employees to complete their work" . Also , service organizations, bodies and institutions that do not consider creativity as a strategic goal often affect the nature of their work, as it is the main factor in the processes of change, development and renewal, and an important determinant in making the process of achieving goals more effective (Al-Assaf, 2001) .

Table (5) shows the correlation coefficient between the two measures

The link			
		Sports club structuring	administration creativity
Sports club structuring	Pearson Correlation	1	.449 **
	Sig. (2-tailed)		.002
administration creativity	Pearson Correlation	.449 **	1
	Sig. (2-tailed)	.002	
**. Correlation is significant at the 0.01 level (2-tailed).			

Of the relationship Relational and through the discussion of the results of the two variables that showed not good results for the level of the sample note the extent of interferometers link, which shows the reason for the relationship as you see the researcher that the restructuring of the clubs do not Link only through creativity in the performance of its members who did not tames its victims oxen of in accordance with the results of the advancement of reality For these clubs. There are several reasons , including what may feel working in the administrative bodies of foot - dragging of through distancing themselves from the experiences that enable them to the participation of actors in the courses and scientific forums to learn what is new and higher - level thinking information and capabilities that help to show the advantage E.usually structuring and innovation administrative to support the work of the team and the advancement of performance reality to keep pace with global development and to look at what exists and what should be.

Conclusions

1. It has been reached adjusted scale restructuring of sports clubs, and tastier be (60) paragraph.
3. Adapting the administrative creativity scale to the current research sample.

4. The restructuring of clubs leads to a good standard in sports management.
5. The application of creativity in performance regarding its upgrading of the administrative work of the clubs.
6. Linking the two measures and taking into consideration them leads to the development of the performance of sports clubs.
7. Recommendations:
8. The application of the scale by sports clubs continuously to identify the level that reached him
9. Emphasizing on the structure of sports clubs as they contribute to strengthening their activities and tournaments
10. Emphasis on administrative creativity as the decisive factor in achieving high quality results.
11. The application of the scale on samples and other continuously.

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