

# Organizational commitment level amongst Iraqis' boxing coaches: survey study

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## **Abstract**

*The study aimed to disclose level of organizational commitment amongst Iraqi's boxing coaches. To achieve this aim study adopted descriptive research design and selected sample by purposive sample technique, the sample included 53 coaches. Organizational commitment examined by questionnaire created in Iraqi environment. Results according to frequency and means value have showed the majority of sample have low and very low level of organizational commitment. In order to enhance coaches' organizational commitment study recommended review regulations into force and reschedule programs and financial plans.*

**Keywords:** *organizational commitment, boxing coaches.*

## **I. Introduction**

Iraq's sport regulations and conditions have seen massive change after 2003 (Ahmad, 2015). Some of these regulations negatively influence on professional boxing coaches in Iraq environment, hence these new regulations have begot unfavorable performance effect on quality and quantity of coaches productions along with coaching process (Sherkhan, 2003).

According to training theory coaches' willingness and tendency to exert influential efforts for their personal sport will wane if coach feels unable to implement his plans, however, undesired work regulations and environment its influence extends to the spirit of enthusiasm at work, this resulted in decline coaches' performance (Khribt, 2001).

Organizational commitment significant indicators for fidelity and enthusiasm feeling in work environment, and this variable should assessed periodically especially after establish new regulations and principals in work environment, and many done studies find out organizational commitment related with personal selfless and devotion (Abu, 2008; Allen, 1999).

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According to Turner (2001) study coaches and administration staff whom have high level of organizational commitment, have high level of job satisfaction and achievement. On the other hand, low level feeling of organizational commitment tied up with low motivation and achievement (Patricia & Fred, 1993).

Organizational commitment should study frequently and especially when issued new regulations or build new job conditions, since organizational commitment related with productivity. Besides that there are rarely studies about organizational commitment in Iraqi's sport organizations environment.

### **Organizational commitment concept**

Sing (2006) shed light on organizational commitment feeling, he find out this concept related with high level of loyalty toward work and organization. Liou(2008;120) an employee when has positive organizational commitment, he will work mightily to achieve organizational aims, plans and keep his performance at the peak.

Cetin (2000) explained organizational commitment sense raise up when organization put forward regulations inside job environment protect employees and respect their achievement.

Balay (2000) in his study called out to pay attention for organizational commitment, due to its influencing on persons' tendency, commitment and behaviors in job place.

This evidences abovementioned substantiated organizational commitment motivates employees, coaches and administrators to adhere to organizational regulations, plans. This literatures directed current study to disclose level of boxing coach organizational commitment, besides this article attract officials' view in Iraqi's central boxing union to importance of this variable, and report them about coaches sense of organizational commitment.

## **II. Research methodology**

For the sake of examine study objective, descriptive research design was employed, due to this research design facilitate: exhibit, recap, analysis data and describe profile of respondents. Hence assess level of boxing coaches organizational commitment.

### **Population and sampling**

The boxing coaches in Iraqi country were population in this study. purposive sample technique adopted in this study to select boxing coaches sample. Consequently names and contact numbers of coaches was received from central boxing union. The total number of coaches was (83) registered in boxing union officially. Thirty coaches selecting randomly to pilot study. Whilst 53 select to main study.

### **Instrument**

The study used organizational commitment questionnaire which created in Iraq environment by (Abbas, 2016), the questionnaire involved 22 questions and used five Likert scale ranged from 1= strong disagree to 5= strong agree. Thirty coaches selected randomly to conduct Pilot study in order to examine reliability through co-efficient of cronbach's alpha. The alpha co-efficient was .78, this result manifested questionnaire reliable to use in current study.

### **Data collection**

The Iraqi central union provide researcher with emails and whatsapp numbers for 53 coaches. Researcher after make electronic version for organizational commitment questionnaire sends link to 53 coaches whom selected to main study. The survey started on 2 Feb, 2019 and linked locked on 27 th Feb, 2019.

### **Statistical analysis**

Statistical Package for Social Science (SPSS) software was employed to analyze the collected primary data in this study. Mean and frequencies used to manifested samples level of organizational commitment according to likert interval value which selected as criteria which it is explained in table (1).

Table (1) Criteria of Likert scale	
Score interval mean	Rank
1.00 -1.79	Very low level
1.80 - 2.59	Low level
2.60-3.39	Medium
3.40-4.19	High level
4.20-5.00	Very high level

### III. Result and Discussion

Statistical result summarized in table (2) showing there are three groups: very low level was contain 24 coaches then low level have included 21 coaches, finallythird group have included 8 they fall in medium level. According to data the majority was fall in very low level and low level categories and the sum of frequency in both levels (very low level and low level) were (45). Whilst other levels (very high and high) was empty.

Table 2		
Boxing coaches' Organizational commitment mean, frequencies and rank		
Mean categories	frequency	Rank
1.22-1.68	24	Very low level
1.82- 2.24	21	Low level
2.66- 2.72	8	medium

The data show beyond doubt majority of boxing coaches has low level of organizational commitment. This may be reactive behavior due to theyendured tight financial plans and programs(Al-shlany,2015). And this may established unsafe feeling in work environment, whereas deliberate schedule and budget boost feeling of safe feeling and commitment in work environment(Robbins,2005).

Mayer and Allen in (1991) recommended pay attention to psychological effect for employees owing to this factor influence on employees' willingness toward work environment. However new rules and way of selecting members in Iraqis' central boxing union or sub- union poses a lot problems this have generated dissatisfaction feeling, furthermore coaches marginalized when new regulations wasissuing, this increase anxiety and reduced coaches tendency . May these reasons also reduce organizational commitment.

The economic aspect, social environment and emotional factor related positively and strongly with organizational commitmentfeelingin consistent with model of Mayer and Allen in (1991). In view of this model new financial plan of central union reduce coaches' salary and restricted programs, on the other hand central union obligatecoaches to dohigh quality performance, Also the social relations between coaches and administrators are inconsistent and there is many problems need resolve, these combined reasons have

begot resentful emotions as AL-Musawy(2020) pronounced in his report. These factors precursor negative sense of organizational commitment relative to Mayer and Allen (1991) model.

Organizational commitment related with employees' job satisfaction and motivation, low organizational commitment give rise to low job satisfaction and motivation, then most likely employees' withdrew from own jobs as reaction response (Abd, 2011).

The evidence substantiated that Iraqi's boxing coaches are suffering from many inappropriate regulations and administration. These reasons may bring about low organizational commitment feelings.

#### **IV. Recommendations**

- Make review for regulations which put in force.
- Reevaluate financials plan, training programs and salaries system.
- Examine organizational commitment regularly, owing to its effect on productivity.
- Hold meeting with sub-Iraqis' boxing unions and coaches frequently to take notice from their viewpoint.

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