

The organizational culture of the heads of sports clubs in Diyala and its relationship with the administrative control authority

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Abstract :

For the purpose of identifying the organizational culture of the presidents of sports clubs in Diyala and its relationship with the administrative control authority, the researcher used the method of description in the style of correlation relations on a sample of (63) members selected in the deliberate manner, after distributing the tools of research on them and collecting data and processing statistically to obtain the desired results the researcher reached the most important conclusions: there is a moral correlation between the organizational culture and the administrative control authority and its dimensions with the presidents of sports clubs in Diyala. The researcher recommends further research on modern administrative understanding and its relationship to the administrative control authority or other variables concerning the administrative aspects of the presidents and members of the central sports federations and provinces.

Keywords: Organizational culture, administrative control authority, sports clubs.

1. Introduction:

Organizational culture is one of the key elements of the success and development of organizations, reflecting the pattern of behavior and codes of conduct adopted by an organization that employees are convinced of and adopt in an accused year, including rituals and practices that take root over time to form ways of thinking, ways of doing work and decision-making, a system of fundamental values espoused by the organization and the philosophy whose policy controls the direction of workers and the ways in which tasks, assumptions and beliefs are accomplished by members of the organization. Its function is to integrate members into how to deal with each other. (Gray & Densten, 2006, p595 ; 8)

The administrative control authority is one of the requirements of modern management, as the successful development of the plan and the manufacture of administrative policies and their implementation can only be directed and controlled by wise management leaders. It is a necessity to stabilize the system and maintain and maintain social life in the club, without the authority of administrative control is chaotic (Hossam Morsi, 2012, p. 125:2), so it is considered the essence of power in sports clubs. Which works to harmonize and balance the best interests

of the club and magazines abandoned for individual freedoms, private activity and the organizational culture of the club.

The importance of the organizational culture of sports clubs in particular lies in balancing their employees in carrying out their administrative and training duties for their teams through interaction and joint cooperation between them, which reflects the prevailing values, customs and climate within these clubs. Its employees seek to create an independent personality for them to be a source of pride and pride for their employees through the results obtained by the various sports teams in the competitions in which they participate. Culture is therefore closely linked to certain concepts such as values, which are an important part of culture because of its impact on the behavior and performance of individuals and organizations in general.

The importance of this study is highlighted by examining the nature of the administrative control authority of the presidents and members of sports clubs in Diyala because of its importance in the success of the work of the coaches to develop their players and teams, and their relationship to their organizational culture.

The research aims to: identify the organizational culture and its dimensions and the authority of management control and its areas with the heads of sports clubs in Diyala.

Research methodology and field procedures:

2.1 Research approach:

The researcher used the descriptive method in the survey method to suit the search problem and its purpose.

2.2 The research community and its sample:

The research community included the 126 members of sports clubs in Diyala province who are registered in the Department of Physical Education and Sports - The Ministry of Youth and Sports for the 2019 season (126) representing members of (18) sports clubs, Qzaniya, Martyr Arkan, Jadida Al Shatt, Al Khalis, Habhab, Zaharat).

2.3 Search tools:

The researcher used the measure of organizational culture prepared by (Khashali and Tamimi, 2008:3), and its codification (Aziz, 2012:4), which is made up of (25) paragraphs distributed over (4) areas are (cooperation (7) paragraphs, innovation (6) phrases, cohesion (6) Terms, effectiveness (6) phrases), the paragraphs of the questionnaire are answered according to five alternatives are (strongly approved, OK, neutral, non-agree, strongly disapproved), grades (5, 4, 3, 2, 1), total score (125), lowest score (25), and hypothetical medium (75).

As well as the measure of the authority of administrative control prepared by (Rashad Mohammed Jassim, 2019:4) and codified on clubs and sports federations of Iraqi

government institutions and consists of(35)words distributed on(6) areas,(cognitive(7) phrases,literary and moral(7)phrases, health(7)phrases, environment and tranquillity(7) 5) Phrases,security (5) phrases, social(4) phrases with five alternatives (I strongly agree, agree, agree to some extent, do not says,do not s strongly) and degrees (5, 4, 3, 2,1)respectively, and the overall degree of scale that he can get (175)the lowest score(35)and the hypothetical medium of the scale (105). It is codified on the Iraqi environment.

2.4 The main experience:

The researcher distributed theyen scale form to the main research sample for the period from 14/12/2019 to 31/12/2019, after explaining the purpose of the experiment and its importance in the field of scientific research and explaining how to answer, with the need not to write the name,and after filling it was collected and unloaded data for the purpose of processing it statistically.

2.5 Statistical treatment:

The researcher used the statistical bag (SPSS) to process the evidence he collected and these methods (computational medium, standard deviation, medium, twisting factor, b-cet link coefficientand multiple linkfactors).

Presentation and interpretation of results:

3.1 Present the results, dimensions and analysis of the organizational culture and the authority for administrative control, areas and analysis.

Table (1) shows computational circles, standard deviation, broker, twisting factor and standard error of dimensions of organizational culture

Variables	collaboration	Innovati on	Coheren ce	Effectiv eness	Organizational culture
Middle	22.556	20.063	18.143	17.810	78.730
Standard error	.582	.398	.406	.423	1.433
Broker	23.000	20.000	19.000	17.000	78.000
Standard deviation	4.620	3.162	3.222	3.359	11.377
Twisting plants	-.171	-.155	-.312	.716	.140

Table (2) shows the computational circles, standard deviation, broker, twisting factor and standard error of the areas of the administrative control authority

Variables	Cogniti ve	Literary and moral	Health	Enviro nment and tranqui llity	Securit y	Social	Administ rative Control Authority
Middle	25.873	25.302	26.191	14.254	14.000	11.254	116. 874
Standard error	. 834	.613	.559	. 414	.345	.511	1.955
Broker	24.000	25.000	25.000	14.000	14.000	12	94.000
Standard deviation	7.411	4.947	4.518	2.488	3.059	2.370	13. 737
Twisting plants	.309	.097	.662	.569	.227	.254	. 625

The results of tables (1) and (2) showed that the values of the twisting factors of the two scales receded between(± 1), indicating the homogeneity of the answers of the research sample and their view of the organizational culture and its dimensions and the authority and areas of administrative control.

3.2 Presentation of the results of the link coefficient of the coreof the organizational culture andits dimensions and the authority for administrative control, analysis and discussion:

Table (3) shows the coefficient of the link between the organizational culture and its dimensions with the administrative control authority

Variables	Link coefficient	Error rate
collaboration	.418(**)	.001
Innovation	.326(**)	.009
Coherence	.251(*)	.047
Effectiveness	.629(**)	.000
Organizational culture	.515(**)	.000

The results of table (3) on the correlation between the organizational culture and its dimensions and the administrative control authority showed a moral correlation between them. The researcher considers the importance of the administrative control authority of the presidents of

sports clubs in Diyala as a new concept that interests them because it is one of the modern concepts of management in promoting administrative work within all institutions, including sports institutions, as it is that leadership that goes beyond incentives in exchange for the desired performance to develop and encourage subordinates intellectually and on the grounds and encourage them to make their own interests an essential part of the higher message of the organization (sports institution)."(Cnoger,2002.p47 ;7)

The organizational culture includes important aspects such as motivating subordinates, empowerment, commitment, high-level performance and emphasizing teamwork, defining the mission and objectives of the organization (the organization), and the vision for the future, which is "a process by which the leader enhances the effective commitment of the members of the organization by directing them towards changing their attitudes and assumptions about unclean accordance with the culture of the organization." (Simns, 1999,p 89-104 ;9)

The organizational culture is an essential and important characteristic of the organizational behavior of the members of the sports institution with its differences of views or values and beliefs, which need an understanding leadership that always seeks to embrace its members and hear their different opinions and adopt the best in proportion to the development of the possibilities of the employees of these clubs members, coaches and players. The organizational culture is therefore an influential feature of the sports organization or clubs, and the culture of the founder refers to that in-depth structure, which acquires its origins from the values, beliefs and assumptions held by individuals within the organization.

(Y. Chuang, R. Church, and j. Zikic, 2004,p 26-34 ;10)

3.3 Presentation of the results of the multiple link, the identification factor, the ratio of contribution between the organizational culture and its dimensions and the authority for administrative control, analysis and interpretation:

Table (4) shows the multiple correlation factor between the organizational culture and its dimensions with the administrative control authority

Variable	Multiple link coefficient	Selection factor	Contribution ratio
Link values	.631(a)	.399	.346

Table 4 explains that the value of the multiple link coefficient indicates a strong correlation between the organizational culture and its dimensions with the administrative control authority, while the corrected selection factor explains to us that the administrative control authority in

question contributed to the interpretation of the organizational culture and its dimensions amounted to (35%), while the rest of the ratio was (65%), which is due to other variables. For the purpose of knowing the interpretive strength of the multiple link factor, the researcher used contrast analysis and table 5, which shows:

Table (5) shows the calculated value of (P) and the error rate and statistical decision between the organizational culture and its dimensions with the administrative control authority

Variable	Source of contrast	sum squares	degree Freedom	Average squares	P calculated value	Ratio Error	Resolution Statistician
Administrative control authority and dimensions of organizational culture	Within the totalt	5510.448	5	1102.090	7.560	.000	Moral
	Between groups	8309.869	57	145.787			
	Total	13820.317	62				

Table 5 indicates a strong correlation between the organizational culture and its dimensions with the administrative control authority, which confirms the high interpretive power of multiple associations. As well as their interest in the principles of management in terms of administrative control and taking into account and considering it as a reliable basis in their work through application and considering the collective effort during the work is essential and very necessary, and dealing objectively with the positions, problems and obstacles that occur during the work and trying to overcome them and solve them through the process of making administrative decisions and verifying the efforts of the workers constantly in the use of scientific method and dealing with things technically and programmed to achieve the goals efficiently and in the easiest possible ways and in the least possible time during the course of the administrative process.

In this regard, Attia Effendi points out that "the management of sports organizations in light of the change and development in the world increases the importance of confronting these continuous changes through new concepts within sports institutions (Attia Hassan Al-Effendi, 2001, p. 274:6), and these concepts are the organizational culture and the authority of

administrative control, it affects the employees and the formation of the behavior required of them within the sports club.

4- Conclusion:

The researcher reached the most important conclusions: there is a moral correlation between the organizational culture and its dimensions with the administrative control authority of the presidents of sports clubs in Diyala.

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Supplements Supplement (1) Organizational Culture Scale:

to	Paragraph	I'm very agre eing.	Ok	neut ral	I don' t agre e.	I don't strongl y agree.
1	Senior management is keen to delegate more powers to their subordinates					
2	Senior management encourages its management and technical staff to innovate					
3	Senior management sets clear objectives for administrative and technical staff to facilitate their completion process					
4	Senior management emphasizes efficient work and effective completion of tasks					
5	Senior management has a deep vision and understanding of creating new jobs for the organization					
6	Senior management has official and accurate systems declared for administrative and technical staff					
7	Senior management is interested in achieving good performance in the work and achieving the goal					
8	Administrative and technical staff are treated as a family					
9	The challenges faced by administrative and technical staff allow them to learn and grow					
10	Senior management emphasizes job stability					
11	The critical factor to the organization's success is its ability to exploit available resources and achieve the best performance					
12	Senior management is keen to increase (strengthening) trust between administrative and technical staff					
13	Senior management pays unprecedented attention to administrative and technical staff and encourages innovators					

to	Paragraph	I'm very agre eing.	Ok	neut ral	I don' t agre e.	I don't strongl y agree.
14	Senior management pays attention to achieving objectives efficiently					
15	Administrative and technical staff compete in departments for better efficiency					
16	Senior management encourages administrative and technical staff to participate in all activities of the organization					
17	Senior management of its staff provides job security					
18	Senior management seeks to maintain its competitive advantage					
19	Administrative and technical staff cooperate in protecting the organization and its property					
20	There is a desire on the part of senior management to take risks, which increases its capacity and ambition					
21	Senior management defines responsibilities, authorities and organizational relationships between its employees					
22	Senior management gives attention to administrative and technical staff in order to increase their efficiency and follow up their achievements					
23	Senior management is interested in developing communication between its human resources					
24	Addressing regulatory conflict allows for increased creativity and innovation					
25	Senior management encourages its administrative and technical staff to work together					

Supplement (2) Administrative Control Authority Scale

to	The ferry	I strongl y agree.	agre e	I agree to some extent .	I don't agree .	I don't agree too much .
1	Create some distinct elements abroad to see the talk of science that serves the work of the federation or the club.					
2	The federation or club will hold scientific seminars and workshops for all its employees.					
3	Members of the administrative body have sufficient experience and ability to use modern electronic technologies.					
4	Members of the administrative body are characterized by knowledge of all legislation and disciplinary laws.					
5	Members of the administrative body have a level of educational achievement that qualifies them to take up the highest management positions.					
6	The federation or club is working to develop the knowledge aspect of all employees and inform them about everything that is new					
7	Members of the administrative authority are characterized by full knowledge of all powers.					
8	The Federation or the Club sets strict controls against athletes who are issued actions far from ethical frameworks.					
9	The Federation or Club urges all athletes and employees to adhere to high ethics and public morals.					

10	Respects the diverse and diverse cultures of all athletes.					
11	The Federation or club works to provide a decent standard of living for all athletes and its employees					
12	Administrative structure is characterized by self-denial when presenting the interests of the Union over personal interests.					
13	The administrative structure joins hands with all athletes in removing obstacles to morals and morals.					
14	The Federation or club establishes a special control system for monitoring the behavior of athletes during competitions and training camps.					
15	The federation or club conducts medical examinations periodically for all athletes.					
16	The federation or club takes measures to prevent players from contracting diseases and epidemics.					
17	The federation or club adopts the treatment of medical conditions and follows them up until they are recovered.					
18	Monitoring the health status of athletes from abroad.					
19	The federation or club invests the sponsoring companies, supporters and the media in its financing.					
20	The federation or club provides the right sports nutritionist for sports teams					
21	There is control over compliance with instructions that keep athletes healthy.					
22	The club or the federation works to maintain					

	the beauty and elegance of sports facilities.					
23	The federation or club chooses quiet places of a healthy nature to conduct training camps for players.					
24	The spacious and luxurious places are chosen for the construction of stadiums and sports facilities.					
25	Highly aesthetic geometric shapes are selected in the design of the club's sports facilities.					
26	The federation or club works to prevent all concerns about the comfort of athletes.					
27	The necessary security measures are taken when organizing sports tournaments.					
28	Administrative decisions are within the limits of laws and regulations and are based on realistic and material reasons issued by the administrative control authority.					
29	The lives of the players are secured and preserved					
30	The necessary measures are taken to protect the employees under the authority of the club.					
31	Some decisions are made and imposed on athletes in the public interest.					
32	Members of the administrative body join hands in solving problems that occur at work.					
33	The federation or the club makes its decisions collective.					
34	The principle of one harmonious team is applied.					
35	The policy of the union or the club is to achieve the community objectives.					