

## Effective administration of the talent care centers of sports directors in the Ministry of Youth and Sports of employees' point of view

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### ABSTRACT

The aim of the study is reality of effective management of managers in sports talent centres from the employees' viewpoint. The study problem formulated in the following main question: Evaluating the effective management of the managers of sports talent care centres in the Ministry of Youth and Sports of Iraq from the employees' point of view. The management of institutions, especially sport institutions, considered one of the most important ways in the leadership of youth sports institutions, which is the most important in sports institutions in Iraq, among sports talent centres in the Iraqi Ministry of Youth and Sports, which effectively train athletes for sports teams, in order to achieve the required aims for these centres, to be an effective and distinguished administration that works to achieve the real aims of that institution by reaching a distinguished management that dealing of the world. The importance of the current study lies in evaluating the effective management of managers of sports talent care centres in the Ministry of Youth and Sports from employees' point of view by determining the most important ways to develop the way that suits the best nature of the sports institution. Elementary school is the basic pillar in building societies, through it, all educational and scientific based on scientific foundations that achieve the desired aims, while if there is weakness in any field, will greatly affect by the results of the scientific institution. The importance of this study summarized as the one of the pioneering studies for distinguished to the effective management in the institutions and centres of sports talent care in the Ministry of Youth and sports of Iraq.

**Keywords:** Talent care; Sport directors; Employee; Sports institution.

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## INTRODUCTION

The Directorate of Sports & Youth Affairs was established in the year 1986 for the promotion and development of Sports & Games. Its objectives include development of sporting activity at the grassroots level itself, thereby ensuring mass participation and national and international laurels for sporting excellence (Babarykin 2018; Ahmed 2009). Developing the administration system of sports talent centres obtained the highest weighted method of (3,940) and a percentage of (78.8%), and this result indicates that the administrative system of sports talent centres works, is responsible for developing his system in line with recent developments, especially in the field of total quality. Whereas the global changes and recent economic, technological, political, social and cultural changes have created important factors and influences that have drawn attention to the issue of quality and the need to include all sports talent centres and sectors and fields of activities of the Ministry of Youth at all levels (Al-Titi, 2010). These new situations obliged the management of sports talent centres to go to contemporary management and search for techniques and mechanisms that help them keep pace with the new requirements, and total quality management was at the forefront of the administrative ideas that formed the new container that is commensurate with these data to confront them effectively. It is also known that the concepts of Total Quality Management were the basis of which the search for outstanding performance was launched, and then the Excellence Management technique includes all the administrative and organizational elements and components that make the application of TQM necessary that permeates all the activities of the organization to serve the target customers and achieve their satisfaction that is the paramount goal of all organizations. (Al-Munqash, 2009; Feteris 2017).

The statements (22) (Integrating the sports talent care centres by the institutional quality system to be familiar to all employees) obtained a weighted method of (3.925) and a percentage of (78.5%), and the result indicates the interest of managers of sports talent care centres in activities of administrative system at a large level and urges the integration of the institution's administrative system with the international quality system, which enhance the work of these centres as required.

The statement (7) (Achieving the goals of the sports talent care centres within the limits of responsibilities) obtained a weighted method of (3.803) and a percentage of (76.06%), and this methods responses of the sample members achieving the goals through managers in particular, the concerted efforts of employees on the another side, and the most important thing is to be under the limits of the centres to move away from unjustified endeavours through managers of their real work and aims. (Al-Samarrai, 2000).

The statements (20) (Managers are calm and having self-control when dealing to employees) got a weighted method of (2.287) and a percentage of (65.74). These methods that the managers working in the sports talent centres of the Ministry of Youth and Sports of Iraq in terms of calm came at an average level and they are not able to deal with employees properly. Therefore, the sample responses to this statement came at a low level.

The statements (13) (Managers communicate the conceptually required an idea) got a weighted method of (2.209) and a percentage of (64.18), managers are weak in communicating the idea well to employees and this statement is related to the previous statement through managers have not calmness, and this reflects negatively on the accurate delivery of information to the employees. Therefore, employees cannot make decisions and give them sufficient freedom to act in the work that falls within their responsibility.

As for the statements (19) (Taking lot of time to listen to the opinions of the sports talent centres employees.) on a weighted average of (2.112) and a percentage of (62.24%), and this indicates that managers do not

allocate time to listen to the opinions of employees inside the centres. The sports talent of the Ministry of Youth and Sports, where managers must provide the appropriate organizational climate for the work of employees by giving them the opportunity to participate in work, listen to their problems and provide the correct atmosphere for organizational work, which achieves the desired administrative goals (Chilingaryan & Lutkovskaya, 2015)

## METHODOLOGY

### **Approach of study**

In the current study, the researchers relied on the descriptive survey method for its relevance to the nature of the study and its objectives. (Dijk 2006).

### **Domains of the study**

The human domain: Employees in Iraqi sports talent centres.

Temporal domain: 9/9/2020 - 1/12/2020.

Spatial domain: Sports talent centres for the Ministry of Youth and Sports of Iraq in Baghdad.

### **Community and sample**

The study community consisted of all employees in the sports care centres of the Ministry of Youth and Sports of Iraq in Baghdad, where the number of centres reached (3) centres and the number of the sample from these centres (225) from the two sides, where the sample taken by an intentional method, based on the statistics of the Ministry of Youth and Sports of the Iraqi sample, where the percentage of the sample reached (91.1%) after excluding the exploratory sample (10), which was (4.44%), and the stability sample (4.44%). Thus, the final research sample reached (205) of employees, and Table 1 shows the community of research and its samples.

Table 1. Community and research sample for employees in Sports talent centres in Baghdad.

No.	Name of Sport Talent Care Centre	Community	Survey Sample	Consistency Sample	Research sample
1	Al-Shaab Stadium Sports Centre	123	10	10	103
2	Al-Ghazaliyah Sports Centre	78	0	0	78
3	Al-Zaafarniyah Sports Centre	24	0	0	24
<b>Total</b>		<b>225</b>	<b>4.44%</b>	<b>4.44%</b>	<b>91.1%</b>

### **Tool of study**

The researchers used a tool to measure effective management by researchers, the measures and studies related to the subject. Also, the adopted a study (Awad, 2020) which dealt with the issue of effective management in Iraqi secondary schools, where the researchers prepared a special questionnaire to study the problem of the current research, they prepared and formulated the statements in way with the problem of the current research, were the researchers reached (25) modified statements after presenting them to experts and specialists in the field of sports management and as in the Appendix 1.

### **Scientific conditions for the questionnaire**

#### *Validate of form*

The researchers presented a special prepared form (the reality of effective management of managers in sports care centres from employees' point of view) by them to a group of experts and specialists in the field of sports management, which are (9) experts as in Appendix 1 and through their observations and expressing

their sound opinions, the expressions that represent of the current subject of the research were approved, and thus the questionnaire obtained the approval of the validity of the questionnaire and applicability to the target sample.

#### *Stability of the form*

There are several methods that check the stability of the tool. One of them, the method of performing the test and returning after a period of time up to two weeks. (Feteris & Kloosterhuis, 2009) where the researchers found the stability of the questionnaire by using the method of retesting on the sample.

The test was applied to (10) employees in the sports talent centres of the Ministry of Youth and Sports of Iraq in Baghdad, and (10) employees were taken of Al-Shaab sports stadium centre and outside the research sample, at a rate (4.44%) from the total research community, where it was chosen randomly, and after two weeks, the test was applied again on the same sample, where the stability rate was (92%), which is a very high stability factor that can be relied upon. .

#### *Exploratory experience*

The researchers conducted an exploratory experiment on 9/16/2020 of a employees' sample of in the sports talent centres of the Ministry of Youth and Sports of Iraq in Baghdad, outside the research sample of (10) and by (4.44%) of the employees in the Al-Shaab Sports Centre . The research sample has benefited from the exploratory experience in knowing the time allotted for answering the questionnaire by the research sample, as well as knowing the most important problems facing of the research sample and the researcher in order to overcome them, as well as knowing the ability of the work team and helping to perform the experiment.

#### *Main experience*

The main experiment was conducted after the researchers confirmed the fulfilment of all the scientific conditions for the questionnaire. The researchers distributed the questionnaire forms to the research sample of (205) on 9/30/2020.

#### *Statistical methods*

The researchers followed the Statistical Package for Social Sciences (SPSS) to process the data.

## **RESULTS AND DISCUSSION**

In order to achieve the goal of the research, the researchers extracted the arithmetic method and the standard deviations of the questionnaire (effective management of the directors of sports talent care centres of the Ministry of Youth and Sports in Baghdad) through the target sample scores for the application (the main experiment) of (205) employees and as in Table 2 It shows the weighted method and the percentile weight.

Table 2. Weighted method and Percentage of the terms of the questionnaire.

Rank	Seq.	Statement	Weighted Average	Percentage
1	25	Developing the administration system of sports talent centres according to comprehensive quality systems	3.940	78.8
2	22	Integrating the sports talent care centres by the institutional quality system to be familiar to all employees	3.925	78.5

3	7	Achieving the goals of the sports talent care centres within the limits of responsibilities.	3.803	76.06
4	12	Exploiting personal and scientific energies of positive influence employees	3.753	75.06
5	1	Accepting critical opinions that contribute to the development of the administrative process in the fields of work quality	3.743	74.86
6	9	Allowing employees of making special decisions to develop the administration process	3.731	74.62
7	8	Guiding employees of carry out their work with seriousness, dedication and sincerity at work.	3.609	72.18
8	2	looking for an effective development in the management of sports talent centres	3.603	72.06
9	16	Having the ability to show different sides in sports talent care centres	3.6	72
10	17	Having the ability to make quick solutions to facing the problems of the employees of sports talent care centres	3.6	72
11	3	Has the ability to propose more than one idea within a short period of time.	3.528	70.56
12	21	Showing speed of intuition and response in different circumstances in crisis management	3.528	70.56
13	23	Having the ability to predict the occurrence of problems before happening.	3.525	70.5
14	18	Developing the administrative performance of the sports talent care centres by holding meetings with the directorates.	3.506	70.12
15	15	Having wide and accurate vision to discover the problems faced by the employees of the sports talent care centres	3.468	69.36
16	24	Recognizing the strengths and weaknesses that prevent the administrative work within the sports talent care centres	3.465	69.3
17	14	Looking for an effective development in the management of sports talent centres	3.415	68.3
18	6	keeping close of the technological developments and modern information that related to the sports talent care centres.	3.403	68.06
19	11	Motivating employees to develop their ability of using the internet which helps in developing their managerial capacity	3.387	67.74
20	4	Encouraged to open employee empowerment courses to learn computer.	3.371	67.42
21	10	Encouraging employees to use courses and scientific workshops by internet	3.287	65.74
22	5	Helping employees to use modern technology in sports talent centres	3.281	65.62

23	20	Managers are calm and having self-control when dealing to employees	2.287	63.74
24	13	Managers communicate the conceptually required an idea without ambiguity	2.209	63.18
25	19	Taking lot of time to listen to the opinions of the sports talent centres employees.	2.112	62.24
<b>Main Average</b>			<b>3.730</b>	<b>64.74</b>

## CONCLUSIONS

1. There is an improvement among managers in developing the administrative system for sports talent care centres based on comprehensive quality.
2. Managers create an environmental intense which is familiar to employees by integrating the institutional quality system with each other.
3. The managers achieve the goals of the sports talent care centres within the limits of their responsibilities and in a manner that achieves the set aims.
4. Managers help employees to use modern technology in sports talent centres through holding meetings, seminars and workshops.
5. Lack of calm and self-control of managers when dealing with employees.

## Recommendations

1. The necessity for managers to have a future vision in order to develop administrative work within the sports talent centres of the Ministry of Youth and Sports.
2. The need for managers to control their emotions (self-control) with employees by directing managers to deal with employees positively.
3. Conducting workshops and courses for managers in order to clarify the mechanism of the advanced administrative system based on modern and advanced scientific foundations.
4. The necessity of the employees' participation in making important administrative decisions on the work of the centres to nurture the sports talent.

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**APPENDIX 1.**

Names of the experts who presented to the scale of the research.

No.	Name	Rank	Major	Place of Work
1	Waleed Khaled Hammam Muhammad	Prof.	Sport Management	University of Mosul - College of Physical Education and Sports Sciences
2	Abdel Halim Jabr Nazzal	Prof.	Sport Management	University of Basra - College of Physical Education and Sports Sciences
3	Muhammad Fadel Musleh	Prof.	Sport Management	University of Diyala - College of Physical Education and Sports Sciences
4	Uday Ghanem Al-Kawaz	A.Prof.	Sport Management	University of Mosul - College of Physical Education and Sports Sciences
5	Yassin Ali Khalaf	A.Prof.	Sport Management	University of Al-Anbar College of Physical Education and Sports Sciences
6	Ghazwan Aziz Mohsen	A.Prof	Sport Management	University of Wassit - College of Physical Education and Sports Sciences
7	Shaheen Ramzi Rafiq	A.Prof.	Sport Management	University of Kirkuk - College of Physical Education and Sports Sciences
8	Haider Muhammad Musleh	A.Prof.	Sport Management	University of Qadisyah - College of Physical Education and Sports Sciences
9	Zainab Falah Hassan	A. P. D	Sport Management	University of Al- Mustansiriyah - College of Physical Education and Sports Sciences

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