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Administrative excellence for youth and sports forums from the point of view of workers in Diyala Governorate

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Abstract---The first chapter contained the introduction, through which the importance of the study was addressed by building a measure of administrative excellence for youth and sports forums in Diyala Governorate from the workers' point of view, as well as trying to identify theirs from the level of management excellence from the workers' point of view. This importance can be clarified by the study's approach to an effective administrative concept, and the important thing is administrative excellence and its application in the sports field. In youth and sports forums in Diyala province. Research problem presented by this study is the lack of a measuring tool for the level of administrative excellence for youth and sports forums, so this study explores the extent to which sports institutions in Iraq, represented by sports forums, can apply administrative excellence by identifying the level of administrative excellence for youth and sports forums in the governorate. Diyala from the point of view of the workers. The research aims to build a measure of administrative excellence for youth and sports forums in Diyala governorate from the workers' point of view and to identify the administrative excellence of youth and sports forums in Diyala governorate from the workers' point of view. As for the fields of research, they included the human domain / workers in youth and sports forums in Diyala governorate for the year 2021-2022, and the temporal domain / the period extending from 12/1/2021 - until 20/6/2022, and the spatial domain / youth and sports forums in Diyala governorate. The researcher used the

descriptive approach in the survey style to solve the research problem as it is the most appropriate method to reach the objectives of the research to choose researcher Community Workers in youth and sports forums in the governorate completely. As the research sample consisted of (60) workers who were chosen randomly, then the measure of administrative excellence consisting of (22) phrases was applied to the research sample from the date (15/1/2022 until 25/2/2022) where the sample answers were corrected. Using the statistical package (SPSS), the researcher recommended using the current scale as a scientific method to measure the administrative excellence of youth and sports forums in Diyala Governorate.

Keywords--Administrative Excellence, Forum, Youth, Sports, Diyala.

1- Introduction

In recent years, a new era has emerged that is full of many recent changes and challenges imposed by modern management. Excellence in administrative performance has become the decisive and influential factor for development and progress in all aspects of life. The progress of countries in the sports aspect reflects progress in the use of distinguished and successful sports management in all sports fields. The higher the level of management in it, the more its sporting level is achieved, as the concept of administrative excellence is based on a clear intellectual framework that depends on integration and interdependence and adheres to the logic of organized thinking that views management as an integrated system whose elements interact and its mechanisms intertwine, and then its outputs are the sum of its combined capabilities. Excellence is the ability to document and coordinate management elements and operate them in integration and interdependence to achieve the highest rates of effectiveness and thus reach the level of outputs that achieve the desires, benefits and expectations of recruits associated with the administration. In important pivotal ideas.

Administrative excellence means functional excellence, which is one of the secrets of success and administrative excellence indicates the provision of services that were not expected by the people who receive these services, and it can also be said that administrative excellence also means a sophisticated administrative style that every institution aspires to interact in its application within its organization, as well as indicates the efforts made Every effort to achieve goals of a desirable nature in the community.

Hence the importance of research In explaining the role of administrative distinction in the management of youth and sports forums, if it is applied correctly by the sports leaders in the forums, as it adopts effective strategic planning based on the development of human resources and infrastructure to achieve future expectations and ambitions in the light of a constructive common vision, as well as the necessity of implementing leaders Sports Modern and advanced administrative procedures in order to improve administrative work and reach outstanding performance.

2-1 Research Methodology

The researchers used the descriptive approach in the survey method to suit the nature of the problem

2-2 Population and sample of the research:

The sample is part of the original community on which the study is conducted. It is chosen randomly or deliberately according to the study method and the conditions of its conduct. The research community that consists of the current research community consists of workers in youth and sports forums in Diyala Governorate for the year (2021-2022) (160) workers, and the sample was chosen at random, as it amounted to (60) workers. By (49%) of the whole community. As in Table (1)

Table (1)

It shows the research samples and the percentage distribution of the research population

T	Search community details	The study sample	percentage
1	research community	160	% 100
2	exploratory experience	10	6.25
3	construction sample	90	56.25
4	Application sample	60	37.5

2-3- Tools, devices and means of collecting information:

The tool means the means by which researchers collect the required data and information, and the tools used by the researchers in their current research are:

Sources of collecting information:

Arab and foreign sources.

Personal interviews.

Data collection and unloading forms.

Auxiliary staff.

Gravity Driving Scale

Tools and equipment used:

Manual electronic calculator.

dry pens

stopwatch

2-4 scale correction

The five-point scale (Likert) was adopted in the light of the experts' opinions, as this method gives a high degree of stability, and accurately shows the degree of individuals' orientation towards the subject to be measured. In the current scale, the answer alternatives consist of five alternatives to measure administrative excellence in youth and sports forums from the point of view of workers in Diyala Governorate, and these alternatives are (Strongly agree, agree, neutral, disagree, do not agree at all) Each alternative was given a score where the degrees of the

alternatives ranged from (1 - 5) and the alternative was taken strongly agreed number (5) and the alternative was taken by agreement number (4) and the alternative was taken neutral number (3) He took the alternative, did not agree with the number (2), and the alternative did not agree at all with the number (1).

2-5 Application of the scale:

The measure of administrative excellence consisting of (22) phrases, Appendix (1), was applied to the members of the application sample who are workers in youth and sports forums in Diyala Governorate, and the answer to the scale questionnaire was directly, from 2/22022 to 3/15/2022, and see The sample members are given the scale's instructions and how to answer it before they start answering, and then they start answering. The time for answering the scale's statements ranges between (15-20) minutes.

2-6 Presenting and analyzing the results of the Excellence Scale management and discuss

For the purpose of presenting, analyzing and discussing the results, a statistical treatment was carried out for the study data collected from the application sample, which amounted to (60) forms representing workers in youth and sports forums in Diyala Governorate, as shown in Table (2).

Table No. (2) shows the arithmetic means, standard deviations, hypothetical mean, skew coefficient, highest and lowest value, and errors in the skew coefficient for the domains of the measure of administrative excellence for workers in youth and sports forums in Diyala Governorate.

Areas of the measure of administrative excellence	the sample	less value	highest value	Arithmetic mean	The error in the arithmetic mean	standard deviation	skew modulus	skew modulus error	hypothetical mean
Performance evaluation	60	5	17	11.52	0.395	3.061	-0.011	0.309	12
planning	60	3	15th	8.47	0.358	2.777	0.130	0.309	9
Media and public relations	60	4	14	8.52	0.361	2.795	0.148	0.309	9
Electronic management	60	3	15th	8.38	0.356	2.756	0.399	0.309	9
Training and skill development	60	4	14	8.65	0.327	2.537	0.054	0.309	9
field leadership behavior	60	3	14	8.03	0.335	2.597	0.707	0.309	9
Skills development according to modern means	60	3	13	7.75	0.282	2.183	0.392	0.309	9

Discuss the Results

-(1)Performance appraisal

The arithmetic mean of the sample scores reached (11.52) degrees, with a standard deviation of (3.061) degrees, while the hypothetical mean reached (12), and the highest value achieved by the sample is (17), while the lowest value was (5) degrees, and with a distortion coefficient (0.309) degrees, so it indicates The significance of the differences indicates that there are significant differences between the arithmetic and hypothetical averages and in favor of the arithmetic mean on the hypothetical mean, and this indicates that the directors of youth and sports forums enjoy their ability to excel in administrative work through a good evaluation of the performance of workers in youth and sports forums.

The researcher attributes the reason for the emergence of this result to the field of performance evaluation to the enjoyment of the directors of the youth and sports forums in Diyala governorate with a weak degree of reviewing the private data of employees and organizing them according to their annual performance in order to achieve professional justice. Activities. As many managers seek to evaluate the job performance of employees, whether through a quarterly or annual approval, which contributes to helping employees improve their abilities and performance. The performance appraisal process is one of the important processes practiced by human resources management in organizations and at all levels of the organization, starting from the top management and ending with workers in the lowest job positions and in the lowest production lines. It is one of the effective administrative control tools on the basis of which actual performance is compared with what is targeted. A means that pushes departments to work dynamically and actively as a result of continuously monitoring the performance of employees by their superiors, and pushes subordinates to work actively and efficiently to appear as productive workers in front of their superiors, and to achieve higher levels of evaluation in order to obtain the incentives and bonuses prescribed for that, and in order for the process to achieve the desired goals, it must be dealt with in a systematic manner It is accurate and with the participation of all parties that can benefit from the final results of the evaluation process. (Abdul-Wahab Muhammad Jibeen, 2009) indicates that the application of job performance evaluation is one of the means that has great importance in the environment of enterprises, as it helps to achieve the following things:

-(1)Contribute to the implementation of planning to evaluate job performance in the facility; In order to follow up on the work of the administration, and the various activities and programs.

-2Helping to identify the information that should be used in the job performance evaluation process.

-3Using the results of job performance appraisal in developing and improving work.

-4Clarify the proportion of the efforts applied in the work with the results obtained. 5- Ensuring the effectiveness of the administration directing the completed efforts.

-6Studying the impact of job performance evaluation; Because it contributes to clarifying the extent to which the business is able to achieve the desired results. (Abdul Wahab Muhammad Jubein, 2009, 44-45)

-2Planning:

The arithmetic mean of the sample scores was (8.47) degrees, with a standard deviation of (2.777) degrees, while the hypothetical mean reached (9). The highest value achieved by the sample is (15) and the lowest value was (3) degrees, and with a skew coefficient (0.130) degrees, so it indicates The significance of the differences indicates that there are significant differences between the arithmetic and hypothetical averages and in favor of the hypothetical mean over the arithmetic mean.

The researcher attributes the reason for the emergence of this result to the weakness of the planning aspect of the forum managers, as planning is one of the important administrative processes. It is intended to be achieved with precision and work in its light. Planning is the basis for the success of every work. Planned work exceeds random work and can lead organizations to excellence and success and keep pace with everything new without hesitation or fear.

It confirms (Al-Harbi and Al-Ruwaili 2003 Despite the importance of planning and the benefits it brings to organizations, However, most organizations suffer from random planning and lack of reliance on solid plans and strategies that help them face challenges and rapid changes in all areas and absorb modern technology. (Al-Harbi and Al-Ruwaili 2003, 223(

From the foregoing, we see the need for there to be strategic planning for information technology in organizations in order to be able to develop their competitive advantage and maintain their position, and to achieve this goal, institutions must think creatively, and this includes the current work environment, goals and strategies of the organization, understanding the capabilities of the current system and looking forward to how information systems can To produce future advantages for the organization.

-3Media and Public Relations:

The arithmetic mean of the sample scores was (8.52) degrees, with a standard deviation of (2.795) degrees, while the hypothetical mean was (9). The highest value achieved by the sample was (15) and the lowest value was (3) degrees, and the skew coefficient (0.148) So, the significance of the differences indicates that there are significant differences between the arithmetic and hypothetical averages, and in favor of the hypothetical mean over the arithmetic mean.

The researcher attributes the reason for the emergence of this result to the weak media practiced by the sports and youth forums in Diyala governorate, as well as the weak public relations of the forums with other community organizations to market sports ideas. (Samir Abdel Hamid, 2011) confirms that the concept of public relations in the field of sports as a social and field science It is measuring and evaluating the various sports fans' trends that are related to the sports institution and assisting the sports administration in determining the goals aimed at increasing sports awareness between the sports institution and its fans and achieving a balance between the goals of the sports institution and the goals, interests and needs of the sports fans that are related to this institution and

planning and implementing special sports programs with the aim of winning Satisfaction of the masses. (Samir Abdel Hamid, 2011, 29()Al-Shafi'i 2003) believes that among the auxiliary devices that have become a necessity for every productive or service institution is the public relations device, because public relations is the art that is based on analysis, influence and interpretation of a specific topic, whether this topic revolves around an idea, a person, or a group It is intended to prepare the way for the public to recognize the benefit contained in this topic and that it actually benefits from doing so. (Al-Shafi'i, 2003, 86(

-4Electronic management:

The arithmetic mean of the sample scores was (8.38) degrees, with a standard deviation of (2.756) degrees, while the hypothetical mean was (9). The significance of the differences indicates that there are significant differences between the arithmetic and hypothetical averages and in favor of the hypothetical mean over the arithmetic mean.

The researcher attributes the reason for the emergence of this result to the weak application of the field of electronic management in the management of forums, as (Al-Bayati, 2011) believes that electronic management: an administrative strategy for the information age, working to achieve better services for employees, institutions and their customers with an optimal investment of information sources available through Employing the available material and human resources in an electronic framework in order to optimize the investment of time, money and effort and to achieve the targeted demands and the required quality. (Al-Bayati, 210, 2011(

-5Human Resource Management

The arithmetic mean of the sample scores was (8.65) degrees, with a standard deviation of (2,537) degrees, while the hypothetical mean was (9). The highest value achieved by the sample was (14) and the lowest value was (4) degrees, and the skew coefficient (0 054) degree, so the significance of the differences indicates the presence of significant differences between the arithmetic and hypothetical averages, and in favor of the hypothetical mean over the arithmetic mean.

The researcher attributes the reason for the emergence of this result to the lack of interest in human resource management for workers, due to the lack of material capabilities and due to the Corona pandemic, which negatively affected the development of workers' skills, as the function of management and development is considered complementary to testing and appointment. Individuals and developing their abilities to perform the tasks assigned to them, helping them to acquire new information and knowledge, and providing them with new methods for performing duties in order to raise the performance and effectiveness of the institution. (Suhaila, 2006) stresses that human resource management is of great importance to institutions of all kinds, for the benefits that are achieved from it, whether for the individual or the institution, as it leads the rationalization of administrative decisions and the development of methods, foundations and skills of administrative leadership, as well as leads to the development and development

of motivation towards performance and creates opportunities for growth and development among employees. (Suhaila, 187,188, 2006)
 (Durra, 2003) confirms that the training and development process is a comprehensive process that includes all administrative levels in the organization, including senior leaders and employees, and also includes all aspects of administrative and technical work. Either to correct an unsatisfactory situation or to acquire a new skill, and this is in line with the new trend in the philosophy of human resource development. (Dora, 2003)

-6Leadership behavior:

The arithmetic mean of the sample scores reached (8.03) degrees, with a standard deviation of (2.597) degrees, while the hypothetical mean reached (8.5), and the highest value achieved by the sample was (14) while the lowest value was (3) degrees, and the skew coefficient (0) 707) degree, so the significance of the differences indicates the existence of significant differences between the arithmetic and hypothetical averages, and in favor of the hypothetical mean over the arithmetic mean.

The researcher attributes the reason for the emergence of this result to the weakness in the advantage of dealing with subordinates by participating in their sports and social activities and working to motivate them to achieve the best results, in addition to listening to them by offering their own opinions for the development of administrative work. Distinguished sports leadership is that wise management that focuses on human interaction and modern knowledge to reach the best results at the lowest costs, taking into account that the sports institution remains in the forefront.

Darwish (2010) asserts that leadership plays an essential role in the success of institutions and maintaining that success for long periods. To achieve leadership in light of globalization and its attendant phenomena such as intense competition, rapid change, creative diversity, performance management and capacity building, while maintaining balance through carrying out responsibilities. (Darwish, 2010, 75)

7Develop skills according to modern means:

The arithmetic mean of the sample scores was (7.75) degrees, with a standard deviation of (2.183) degrees, while the hypothetical mean reached (8), and the highest value achieved by the sample was (13) while the lowest value was (3) degrees, and with a skew coefficient (0.392) degrees Therefore, the significance of the differences indicates that there are significant differences between the arithmetic and hypothetical averages, and in favor of the hypothetical mean over the arithmetic mean.

The researcher attributes the reason for the emergence of this result to the lack of interest in the management of sports forums in developing the technical and administrative skills of workers according to modern methods to keep pace with everything that is new and to speed up administrative work according to what the era requires of speed in work and in the shortest possible effort. (Al-Faris and

others 2003) indicates that the skills of workers It needs continuous development and development. Technical progress is in rapid change, making the current skills need follow-up and development, and the change of workers to their fields of work requires new skills and capabilities that are different from the requirements of their previous work, and there are business organizations and institutions that spend huge amounts of money on developing the skills of workers in order to raise the level of performance. (Al-Faris et al. 2003)
 Statistical description of the measure of administrative excellence for youth and sports forums from the point of view of employees

Table No. (3) Shows the arithmetic mean, standard deviation, skew coefficient and hypothetical mean of the administrative excellence scale.

Managem ent Excellenc e Scale	less value	greate st value	Ter m	Arithme tic mean	Arith metic mean error	standard deviation	skewne ss	torsi on error	hypotheti cal mean
	35	88	53	61.32	1.63 9	12.698	-.080	.309	66

It is evident from the table (22) above that the arithmetic mean of the sample scores is (61.32) degrees and standard deviation (12.698) degrees, while the hypothetical mean reached (66) and the highest value achieved by the sample is (35) and the lowest value was (88) degrees, with a skew coefficient 080.) degree. Therefore, the significance of the differences indicates the presence of significant differences between the arithmetic and hypothetical averages, and in favor of the hypothetical mean over the arithmetic mean.

The researcher attributes the reason for the emergence of this result to the weakness of the previous areas of administrative excellence and by not being keen to translate its vision, mission and strategic goals into tangible reality in order to achieve its ambitions, through which it seeks to support and encourage excellence and creativity in various activities and fields of work. It is necessary to confirm that the outstanding performance It is no longer one of the options before institutions, but rather it is an inevitability imposed on the institution by many circumstances and external forces. Excellence has no limits, but rather an intellectual and administrative pattern that can occur in a small or large governmental or non-governmental institution. (Ghazi, 2014) confirms that in light of the changes taking place, institutions are no longer required to achieve performance only, but rather as a necessity for survival and continuity. Performance evaluation until the best or outstanding performance is reached. (Ghazi, 3, 2014) And (Darwish, 2008) indicates that the organization's adoption of the idea of administrative excellence means "high-level performance in which quality standards are met at the highest levels, and through which the goals of the organization are achieved in quantity and quality, in light of a work system in which there is an optimum amount of harmony and communication between the various elements in it and the proper flow." Thus, the second objective of the study was achieved, which is to identify the administrative excellence of youth and sports forums from the point of view of workers in Diyala Governorate.

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Appendix No. (1) shows the measure of administrative excellence in its final form distributed to the application sample

The first area: performance evaluation						
T	paragraphs	Strongly agree	I agree	neutral	I do not agree	I don't agree at all
1	It collects data from its original sources in a .unified manner					
2	relations with all that Effective interest in public .serves the forums					
3	The administration works on following up the employees and evaluating their performance at .work					
4	Adopting modern techniques to evaluate employees according to the latest modern programs					
planning :second field						
1	.Management is following up on plans					
2	The administration is working on developing plans to develop the skills of workers in sports .forums					
3	The administrative system possesses modern work on means of communication that developing and improving administrative .performance					
The third field: media and public relations						
1	The administration is characterized by the development of a systematic administrative vision commensurate with the requirements of .the times					
2	The management of sports forums adopts building a system based on science and knowledge that serves to develop the skills of .employees					
3	In the forums, the administration works to covers provide a distinguished media system that .its sports activities					
Electronic Management :Fourth Domain						
1	Develop a future vision for administrative .excellence					
2	The administration is characterized by adopting competencies with electronic skills in forums administrative work in sports					
3	The forums have all the devices and .requirements for electronic management					
human resource management :Fifth field						
1	Support and honor the outstanding performance .of workers in sports forums					

2	characterized by achieving The administration is a balance in material and human resources and .administrative work					
3	The administrative system works on developing programs for internal and external training and .development for employees					
leadership behavior :Sixth field						
1	It works to establish a set of solid values and .principles for administrative work					
2	The administration works to delegate powers according to the terms of reference in order to develop sports forums					
3	the duties of leadership is supervision One of .up to achieve goals-and follow					
development according to modern methods Seventh field Skills						
1	The administration works to keep abreast of the latest developments in the development of electronic skills					
2	The administration is distinguished by providing .the latest modern training programs					
3	The management adopts the evaluation of employees through its distinguished performance.					