

Evaluation of the excellent performance of the administrative body members of the first-class football league in Iraq

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Abstract

The world today is witnessing challenges in various sciences as a result of the continuous development that the world is witnessing, and since the administration is part of this environment, therefore it is natural for workers in Iraqi sports clubs to face some challenges and obstacles that hinder the achievement of their goals that they seek, and to keep pace with this continuous development For administrative operations, it has become imperative for those in charge of sports management to carry out continuous research and development to reach the best administrative methods and means that serve the sports aspects, administrative, technical, infrastructure, media, marketing ... and other resources that have a positive impact on the reality of sports work, given the lack of The existence of a standard for sports institutional excellence, so the researchers believe that it is necessary to develop a standard for Iraqi sports clubs.

Keywords: excellent performance, administrative body, football, Iraq

Introduction

Became the search for modern methods in the administration 's demand everyone an attempt to cope with global changes, where the form of the concept of performance of the m marked an important factor for organizations and her assistant, to ensure its survival and continuity of its success and future development (**Jabari 2009**). Excellence is an integrated system based on modern management techniques and approaches, with the aim of raising levels of performance and achievement to the highest levels, so that the organization outperforms other organizations and rises to the global level, and all of this is achieved if the best recruitment and selection of distinguished, qualified and trained competencies, and then carefully plan Paying attention to them, preserving, maintaining and developing them, by setting up a fair system of salaries, bonuses and incentives, and adopting objectivity in promotion decisions according to fair considerations and standards that are clear to all and with a degree of transparency (**Al- Abdalat, 2009**).In light of what has been presented, the positive impact of the concept of institutional excellence on the reality of Iraqi sports clubs is clear if it is properly adopted and applied by sports leaders in sports clubs, as it depends on effective strategic planning based on the continuous development of human resources and infrastructure to achieve expectations and ambitions Future in light of a shared constructive vision.

Research aims: -preparation of the outstanding performance assessment scale for members of the first division football in Iraq. - Knowing the college degree to evaluate the distinguished performance of members of first- class football clubs in Iraq.

The human field: Includes members of the Iraqi Football Premier League clubs

The Field Temporal: the time period from 1/ 10 /2019 until 1/1 / 2020.

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The Spatial field: the headquarters of Iraqi sports clubs.

Methodology

Research community and sample: The research community included members of the sports clubs participating in the Iraqi Football Premier League for the year 2019, whose number is 111 (10) sports clubs, and this number constitutes (100%)

As for the research sample, the members of the clubs participating in the Iraqi football premier league, and the two researchers adopted a percentage (100 %) of the research community as a sample for preparation. Thus, the number of faculty sample members reached (110) for members distributed among 10 sports clubs. The sample reached 88

(1)

The name of the club	Number of administrative bodies	Number of	Survey
the police	11	8	3
Zawra	11	9	2
Air	11	9	2
Karkh	11	9	2
ELHusseini	11	9	2
Oil	11	9	2
Students	11	9	2
the border	11	8	3
Baghdad	11	-	-
Electricity	11	-	-
Total	110 members	70	18

Data collection methods: In order for the researcher to be able to achieve his research goals, he had to design a suitable tool for those goals. Therefore, the researchers used a set of methods that included the questionnaire measurement tool. (Mahjoub, 2002) believes that the method is “the way in which the researcher can solve a problem, whatever those tools are data, samples, or devices.” The researchers would like to show that whenever the tool used was accurate and consistent with the nature of the current study, this was reflected in the accuracy of the results obtained , so resorted researchers to sources content analysis of scientific literature on the concept of performance of the m marked a first step, in order to be has a base task of being able to identify and complete subsequent steps information, while also rely on the conduct of personal interviews , which he sees (Badr, 1987) " One of the most effective means of obtaining the necessary data and information . "

Steps to prepare a measure of performance of the CE marked: Due to the lack of a tool to measure organizational excellence in the sports field, the researcher resorted to building a measure of performance of the m marked by Iraqi sports clubs, through a series of steps and scientific procedures, which included:

Drafting paragraphs: Having been to determine the dimensions of a measure of performance of the m excellence in sports clubs, and based on the literature and sources of scientific research, as well as taking into consideration that the nature of the research sample includes different educational and cultural levels, so it has included the scale of primary as orally (14) paragraph (performance evaluation) The researcher suggests that five alternatives to answer the paragraphs of his scale are (strongly agree, agree, somewhat agree, disagree, disagree strongly) and bear weights (5, 4, 3, 2, 1) respectively. The researcher took into account when designing the scale paragraphs a group among the essential points:

- You measure one idea.
- The phrases should be in the first person.
- Avoid wording in the negative.
- That it does not require answers, the subject may feel embarrassed.

validity of the scale: The truthful test is intended to measure the ability, trait, tendency, or aptitude that the test is designed to measure, that is, it actually measures what it is intended to measure, and the honest test is “a test that measures with sufficient accuracy the phenomenon it is designed to measure and does not measure anything else in place of it or in addition to it” (Allawi, 2000).

Virtual honesty: "The best way to extract the apparent validity is to present the scale paragraphs to a group of experts to judge their validity in measuring the characteristic to be measured" (Abbas, 2009). The test can be considered valid after it is presented to a group of specialists and experts in the field that the test measures. If the experts agree that this test measures the behavior that was designed to measure it, the researcher can rely on expert judgment (Awais, 1999).

Therefore, the two researchers presented the scale in its initial forms ,to a group of experienced and specialized people in the sports administration, in addition to experts in measurement and evaluation whose names are mentioned in Appendix (1) in order to determine the validity and suitability of the paragraphs of the scale for the dimensions as well as the answer alternatives and their weights, and take what they deem appropriate From deleting, merging, reformatting or adding a number of paragraphs. It is worth noting that the veracity of arbitrators can be adopted as a form of apparent honesty. (Ferguson, 1981) As it indicates (Eble , 1972) He indicated that the preferred method for verifying the apparent validity of the measuring tool is for a group of specialized experts to assess the validity of the paragraphs to measure the characteristic for which they were developed .

And after taking into account the comments of the experts regarding the deletion, merging or modification of some paragraphs, and Table (2) shows the percentages of the experts' agreement on the scale paragraphs.

Table No. (2) It shows the percentages of the experts 'agreement regarding the paragraphs of the institutional excellence measure for sports clubs

Paragraph	Agreement percentage	Paragraph	Agreement percentage
Evaluation of outstanding performance			
1.	100%	2.	91%

3.	82%	4.	100%
5.	36%	6.	100%
7.	91%	8.	82%
9.	36%	10.	Dr*
11.	Dr*	12.	91%
13	91%	14	82%

The above table shows that making simple linguistic adjustments to some paragraphs of the initial scale to match the nature of the administrative work. 12 paragraphs of 14 get ratios agreement ranged between (82% to 100%) , and this percentage is the approval as indicated by scientific sources, Recalling (Bloom4) that the percentage of experts' agreement, when it is (75%) or more, is consistent in terms of apparent honesty. Thus, the number of paragraphs of the measure has reached performance excellence for clubs first - class football preliminary his image (12 paragraphs). The initial application of the measure is as a major mini - scientific study of the experiment, which intends researcher applied to the main sample, the researcher has to conduct exploratory experiment from the initial composed of a sample 88 member of the multi - sports clubs from the sample numbers, kicking off the app on 2/11/2019 The researcher resorted to this action in order to build validation. The aim of analyzing the scale paragraphs is to improve the quality of the test by discovering the weakness of the aspects of the paragraph, and then working either to reformulate it again or exclude it if it is not valid (Radwan, 2006) The discriminatory power means the ability of the paragraph to distinguish between individuals with higher levels and individuals with lower levels in relation to the characteristic measured by the paragraph, and this is evidence of the sincerity of the construction (Hanna, 2001). In order to calculate the discriminatory power of the Institutional Excellence Scale, the two researchers followed the following steps: Putting a score for each alternative (answer) in front of each paragraph according to the five-point scale prepared, and thus the total score for each respondent question was extracted. Determining the size of the two extremist groups at a rate of (50%) for each, thus the number of the upper group's forms reached (50) forms, while the number of the lower group's forms reached (50) forms. Finding the value of (t) between the upper and lower extremes of each paragraph of the scale prepared, and Table (3) shows the results of the calculated value of (t)

Table No. (3) Shows the value of (t) calculated to measure the performance of the m institutional excellence in clubs, sports

Performance evaluation

1.	0,401	0,001	2.	0,381	0,001
3.	0,623	0,001	4.	0,509	0,001
5.	0,514	0,001	6.	0,471	0,001
7.	0,557	0,001	8.	0,297	0,003
9.	0,391	0,001	10	0,372	0,001
11 .	0,282	0,001	12	0,001	0,003

In order to extract the value of the correlation coefficient for the scale, the researchers resorted to using the Pearson correlation coefficient to extract the correlation as shown in Table (4), which shows the values of the paragraph correlation coefficient with the dimensions of the institutional excellence scale. The researcher also found the value of the correlation coefficient between the paragraphs and the total degree of the scale shown in Table (5), in addition to finding the relationship between the dimensions and the scale as a whole, which is shown in Table (6). Thus, the researcher settled on 12 items for the scale of distinction for Iraqi sports clubs. It can be seen from the table (5) to (3) paragraphs of a measure of performance of the m marked by Iraqi sports clubs did not get a correlation significantly with the total score of the scale, bringing the number of paragraphs of the measure has reached the performance excellence of Iraqi sports clubs (12 paragraph. Table (4)

Dimensions	Correlation coefficient value	Level of morale
Performance evaluation	0,786	0,001

Description of the scale in its final form: The final image of the institutional excellence scale for sports clubs was formed by (12 items distributed over five dimensions, namely (performance evaluation), while the researcher used that five-year alternatives to the answer were (strongly agree, agree, somewhat agree, disagree, disagree strongly) and it was done. Calculating the total score for the answer to the paragraphs according to the alternatives chosen for each paragraph of the scale, as the appropriate weight for each answer, which ranges between (1-5), is determined in descending order on the Likert scale, major experience after the completion of all the procedures required, the final application has been made to measure the performance of the m excellence in Iraqi sports clubs, a sample consisting of 18 member of the Iraqi Premier League clubs reel foot , the experiment was applied during the main period of time extending from 11 / 11/2019 until 25/11 / 2019 , earned the researcher second on the form of a valid scale used for statistical analysis the rest of the forms were not to Hamlet powers .

Statistical methods: In order to reach the objectives of the study, the researcher used the statistical package (SPSS): Arithmetic mean. Standard deviation. Percentage. Simple correlation coefficient. Exam T-Test.

Results

The researchers concluded the preparation of a special measure of performance of form Tmizllondah Iraqi sports, after the completion of all scientific steps necessary for it all shows circles arithmetic and standard and values of the coefficient of Efrat Sprains

Table (5)

Variables	Arithmetic mean	Hypothesis	standard deviation	Coefficient of torsion
All class	67.39	45	9.525	0.437

The researcher sees that the effectiveness of decisions T. Wallace liters Tejah have a significant role in the recruitment of ideas that have been supported by individuals well thought out affecting the work and outputs of the clubs so that the decision by bodies ULC Phil to renew the sub - committees permanent or temporary This is in order to develop multiple methods for making continents that serve the institution, with a centralized and unified goal, which is the unity of continents and good outputs, as confirmed by this. **(Abdel-Mohsen, 2010)** Must be multiple images of collective

participation in industry decisions and problematic, through the All committees or meetings or specialized methods take full. The researcher believes that performance evaluation in institutions is one of the most important activities related to human resource management processes, but is considered one of the most important subsystems that make up the administrative system that helps in achieving the benefit of the individual and the organization in the form of using the best methods for human resources, where the performance evaluation revolves around the most important element of the investigation Productive sufficiency, which is the human element (**Badr, 1987**) and so that the levels of proficiency can be properly identified. There must be a measure to evaluate levels of performance by setting standards and levels of performance and developing evaluation methods. And that these indicators should be monitored for the status and work to improve it through the prospect of the scientific productivity of life on an ongoing basis after the two researchers completed all the scientific steps for preparing scientific standards, the two researchers reached the goal of the research, which is to prepare the performance measure for the Iraqi sports clubs, where the scale is Of the 12 statements , performance evaluation), and the two researchers wish to recommend the need to apply the scale to Iraqi sports clubs and institutions to determine the level of performance of these clubs .

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