



Build and Standardize the Organizational Commitment Scale for the Administrative Authority of Iraqi Football Clubs

Mohsen Mohammed Hassan^{1*}, Mohammed Falah Jihad²

University of Kufa / Faculty of Physical Education and Sports Sciences / Iraq.

*Corresponding Authors Email: muhsinm.alfallogi@uokufa.edu.iq

Abstract

The weakness in the administrative aspects was reflected on the players in the stadium during the competitions and competitions, and this also reflected the ability of the effective leadership of the coach in the coordination of work and follow-up and direct supervision and organize the efforts of the players, which gave the impression of the lack of effectiveness, which extends to the level and the extent required for players, Failure to achieve team goals and success. Building and standardizing the organizational commitment scale for the administrative authority of Iraqi football clubs to recognize the organizational commitment of the administrative authority of Iraqi football clubs. The researchers used the descriptive approach in the survey method and the standard, because of the relevance and nature of the current study. The information and data of the research community were collected (280) administrative members distributed among the clubs of the first class football in Iraq. The sample of the research was randomly selected. The sample of the building of the scale was (127) administrative members.

Through the results of the results, the researchers reached the following conclusions:

The members of the administrative body of Iraqi football clubs have shown a good organizational level, which has increased their level of ambition in the administrative process. Members of the administrative body of Iraqi football clubs have shown their football at an average level of organization, increasing their level of ambition in the administrative process. Set three standard levels of members of the administrative body of Iraqi football clubs. The possibility of using the scale applied in the current research by the administrative authority to measure the level of organizational commitment to them. Conduct studies similar to all workers in the federations and youth centers to find out the practical and scientific situation of workers in this field.

Keywords: *Organizational Commitment, Administrative authority and football.*

Introduction

The scientific progress in the modern era has cast its shadow on the various fields of work and the most recent changes and major developments. The main focus of this work is the scientific progress and development of the human being with the huge potential and unlimited possibilities if they have the means to modern progress and development. Care of human abilities of the basic principles and the focus of modern education in the current era.

Physical education and sports sciences are one of these fields which have enjoyed a large share of this development because of its progress and effective renewal in development in various dimensions. The administrative performance is not one of the most important and important axes through

which the future goals are achieved for its great impact on the formation of athletes and others. And prepare them in a way that makes them able to serve their country with love, dedication, sincerity and high spirits. Organizational commitments mean the relatively fixed characteristics of the internal environment of the organization and its members and coexist with them and express them among themselves according to the characteristics and needs they exercise, in terms of powers and meals, to promote the administrative institution to acceptable levels.

The weakness in the administrative aspects was reflected on the players in the stadium during the competitions and competitions, and this also reflected the ability of the

effective leadership of the coach in the coordination of work and follow-up and direct supervision and organize the efforts of the players, which gave the impression of the lack of effectiveness, which extends to the level and the extent required for players, to achieve the objectives of the team and success, and hence the two researchers to prepare a study of organizational commitment, not members of the administrative authority to know the extent to achieve these goals that correspond to the changes and interact with the community.

The change cannot be achieved by simply renewing the administrative performance in the field of sport and its content but requires the development of its structures, systems and methodologies to keep pace with the constant change in this field and evaluate the performance of the administrative authority by strict standards that emphasize the achievement of advanced achievements through renewal in the methods of organizational commitment.

Search Objectives

- Building and standardizing the organizational commitment scale for the administrative authority of Iraqi football clubs
- To recognize the organizational commitment of the administrative authority of Iraqi football clubs.

Research Hypotheses

Develop three standard levels of the organizational commitment criterion for the administrative authority of Iraqi football clubs.

Research Methodology and Field Procedures

Research Methodology

The researchers used the descriptive method in the survey method and the standard, because of the relevance and nature of the current study.

Search Community and Sample

The information and data of the research community were collected (280) administrative members distributed among the clubs of the first class football in Iraq.

The sample of the research was randomly selected. The sample of the building of the scale was (127) administrative members.

Instruments, Instruments and Devices used in Research

In order to solve the research problem and achieve its objectives, the researchers used the following tools and devices:

Means of data collection

- Personal interviews
- Questionnaire
- Observation.

Field Research Procedures

In order to reach the results of the current research, it is necessary to achieve the goals stipulated in the construction and standardization of the organizational commitment scale, and for the purpose of achieving this must follow the steps specified in the process of construction in order to obtain a measure has a solid scientific foundations and the following steps in sequence:

Procedures for Building the Organizational Commitment Scale

Determine the Objective of the Organizational Commitment Scale

The objective of the measure is to measure the organizational commitment of football clubs in Iraq.

Identify the Areas of the Organizational Commitment Scale

For the purpose of determining the validity of areas of the measure of organizational commitment was presented to the experts and specialists in the clubs of the first degree football in Iraq, and after collecting the data used the researcher statistical method (Chi square) for the purpose of calculating the differences between the differences between the approves and non-approved experts on the areas of the scale) Of the five domains is greater than the scale value of (3.84) at the degree of freedom (1) and the level of significance (0.05) which means the validity of all areas of the organizational commitment scale (task management, relations management, teamwork.

Preparation of the Initial Version of the Organizational Commitment Scale

To prepare the organizational commitment scale in its preliminary form, the following steps were taken:

Prepare the Organizational Commitment Scale Paragraphs

For the purpose of preparing the appropriate organizational compliance scale, according to the theoretical definition of the organizational commitment, the researchers reviewed the previous standards and relevant studies, the standards and related studies, the measure of the administrative behavior of the heads of sports clubs in Iraq [3]. Organizational Commitment Assessment Scale for College Deans [4]. Administrative processes of the Premier League clubs. [5]

Define the Method of Formulating the Clauses of the Organizational Commitment Scale

Likert scale style is based on the wording of the standard clauses, which is similar to the Multiple Choice method, which is a common method of measurement, educational research and teaching methods. It provides the respondent with a position and asks him to determine his answer by selecting an alternative among several alternatives. Have different weights and have taken into account the construction of the following paragraphs of the scale: That the paragraph has one specific meaning, to move away from the use of the negation denial method, in simple and clear language, in the known form, representing the components of the organizational commitment scale.

Determining the Validity of the Organizational Commitment Scale paragraphs and the Answer Alternatives

After the paragraphs of the scale were formulated according to their field, they were presented to the experts and specialists in psychology and sports administration to indicate their validity and identify the positive and negative points. Also, if they need to be modified or moved to a field other than the field to which they belong.

The opinions of experts and specialists statistically excluded (23) paragraphs for lack of statistical significance and maintain (61) paragraph.

The Pilot Study of the Scale

The researchers conducted the pilot experiment to verify the clarity of the instructions and paragraphs of the scale, its accuracy, the suitability of the alternatives, the extent of the players' comprehension of the scale, the diagnosis of ambiguity and the identification of mistakes in advance before conducting the basic experiment, the identification of the optimal and appropriate method in the implementation of the main experiment, (10) members of the administrative body outside the sample of the study on Thursday and Friday, 3-4/2/2018.

The pilot experiment showed that the instructions and Read scale clear and understandable members of the sample and that the average time to answer on the scale reached 15 minutes, according to the following equation:

The Mean Medium (test time) = Fastest answer theory + slowest theoretical answer/2

Basic Experience of Organizational Commitment Scale

The basic experiment of the scale was applied to extract the unique force of the measurement paragraphs and to identify the distinguishing and non-distinguishing paragraphs by using the methods of the two groups and the internal consistency, as well as extract the indicators of honesty and stability of the scale. During the implementation of the measure of organizational commitment psychological on the purpose of conducting statistical analysis of the scale in the period from 1/3/2018 to 1/4/2018.

Objectivity of Response

The researchers followed the method of repeating a group of paragraphs because it is more common. "Other methods used to detect the objectivity of the response to the paragraphs of the measure organizational commitment, where he tested (3) paragraphs of the scale, paragraph of each area, and then formulated (3) paragraphs contrary to it to achieve the objectivity of the response, the following measures were taken:

- Extract the absolute difference between the grades (original - and duplicate) at the same paragraphs for each form.

- Extract absolute differences between these grades for each member of the sample.
- Extraction of the arithmetic mean and the standard deviation of the totals of these absolute differences.
- The arithmetical mean and the standard deviation were collected for the purpose of finding the standard or spoken standard that accepts or without the answers of any member of the sample

The sample of the building consisted of (127) members and Alia We have (127) form and when the audit forms, it emerged that there are two forms did not complete the response of the respondent has been neglected and became (125) form, and when these forms to the objectivity of the response and the application of previous procedures appeared that (4.573). In comparison with the responses, five forms were excluded.

The absolute differences were greater than the sum of the arithmetic mean and the standard deviation of these differences. Thus, the number of forms (120) was valid for analysis purposes.

Statistical Analysis of the Paragraphs of the Organizational Commitment Scale

In order to engage in statistical analysis, researchers should follow the following methods:

First: Preliminary analysis of the organizational commitment scale paragraphs

The first statistical analysis of the paragraphs is an important step in order to keep the valid paragraphs in the scale, and the invalid exclusion, which is more important than the analysis by the experts by analyzing the results of the research sample on the paragraphs of the scale. The arithmetic mean, standard deviation, standard error, and the first statistical analysis showed that (20) paragraphs with a torsion coefficient greater than (1) and therefore excluded from the scale and maintain (41) paragraph.

Second: the discriminatory power of the paragraphs The researchers investigated the ability of the paragraph to excel using the two groups of terminals through the sample statistical analysis of (120) administrative members, and for the purpose of calculation of the power of the parity of the paragraphs have followed the following steps:

- Ranking of players on the scale from the highest degree to the lowest degree.
- 27% of the forms with the highest grades and 27% of the forms that have the lowest grades. Each party has 32 teachers.
- Identify the distinct ability of each paragraph by using the T test for two independent samples to test the differences between the top and bottom group scores in each paragraph and Table (1) shows the test results for all paragraphs.

Table 1: The mean, the standard deviation of the upper and lower groups and the calculated (t) value are shown in the calculation of the discriminatory force of the organizational commitment scale

S	High Group 27%		Low Group 27%		Value (t) calculated*	The power of discriminatory paragraph
	Mean	STD.EV.	Mean	STD.EV.		
1.	3.781	0.941	3.343	1.124	1.697	Not distinctive
2.	2.000	0.000	1.222	0.423	9.539	Distinctive
3.	It fell for the first analysis					
4.	3.5	1.191	3.187	1.281	1.019	Not distinctive
5.	4.156	0.954	3.75	1.436	1.339	Not distinctive
6.	3.968	1.121	2.437	1.045	5.691	Distinctive
7.	It fell for the first analysis					
8.	4.343	0.827	3.187	1.060	4.898	Distinctive
9.	It fell for the first analysis					
10.	It fell for the first analysis					
11.	4	0.718	3.312	1.119	2.940	Distinctive

12.		4.218	0.906	3.156	1.110	4.214	Distinctive
13.		3.843	0.677	3.125	0.906	3.608	Distinctive
14.		3.218	0.974	2.75	1.459	1.519	Not distinctive
15.	It fell for the first analysis						
16.	It fell for the first analysis						
17.		4.812	0.535	3.593	1.387	5.670	Distinctive
18.	It fell for the first analysis						
19.		4.281	0.634	3.781	1.313	1.953	Not distinctive
20.		1.888	0.423	1.703	0.465	6.728	Distinctive
21.	It fell for the first analysis						
22.		4.593	0.614	3.562	0.948	5.207	Distinctive
23.	It fell for the first analysis						
24.		4.937	0.245	4.031	0.999	5.005	Distinctive
25.	It fell for the first analysis						
26.		4.375	0.906	3.093	1.422	4.331	Distinctive
27.	It fell for the first analysis						
28.		4.031	0.694	3.406	1.364	2.323	Distinctive
29.		4.687	0.535	4.468	0.761	1.343	Not distinctive
30.		4.437	0.669	4.187	0.859	1.308	Not distinctive
31.		3.75	0.842	3.625	1.008	0.541	Not distinctive
32.		3.968	0.694	2.375	1.288	6.198	Distinctive
33.		1.444	0.698	1.629	0.492	1.127	Not distinctive
34.	It fell for the first analysis						
35.		2.000	0.000	1.888	0.323	18.028	Distinctive
36.		1.925	0.579	1.518	0.266	11.457	Distinctive
37.	It fell for the first analysis						
38.		4.437	0.669	3.531	0.915	4.552	Distinctive
39.		4.437	0.840	3.312	0.895	5.208	Distinctive
40.		3.843	0.574	2.718	1.113	5.113	Distinctive
41.		4.187	0.644	4	0.983	5.907	Distinctive
42.		4.281	0.851	4.156	0.766	0.621	Not distinctive
43.	It fell for the first analysis						
44.		4.656	0.482	3.593	0.364	4.185	Distinctive
45.		4.062	0.715	3.5	1.107	2.422	Distinctive
46.	It fell for the first analysis						
47.		4.781	0.552	3.156	1.050	7.812	Distinctive
48.	It fell for the first analysis						

49.		4.843	0.368	4.093	0.928	4.285	Distinctive
50.		4.968	0.176	3.781	1.128	5.905	Distinctive
51.		4.593	0.498	3.437	1.268	4.836	Distinctive
52.		4.25	0.439	3.843	0.846	2.537	Distinctive
53.		4.593	0.559	3.687	1.148	4.044	Distinctive
54.		4.875	0.336	4	0.762	5.993	Distinctive
55.	It fell for the first analysis						
56.	It fell for the first analysis						
57.		4.062	0.564	3.656	0.937	2.114	Distinctive
58.		4.218	0.750	3.125	1.008	4.945	Distinctive
59.	It fell for the first analysis						
60.		4.25	0.567	3.375	1.338	3.431	Distinctive
61.	It fell for the first analysis						

*The value of (t) = 2.00 Tabulated at the degree of freedom = (62) and the level of significance = (0.05)

Table (1) shows that the calculated (t) values of the paragraphs ranged between (0.541 - 18.028) and when compared with the value of (t) of the table at the degree of freedom (62) and the level of significance (0.05) of (2.00) was rejected (10) paragraphs (1-4-5-14-19-29-30-31-33-42) because they were not unique because the value of (t) calculated then was less than their tabular value. Thus, the number of valid paragraphs after this step (31) paragraph.

Rationing

Standardization is the final stage of the construction of the test or the standardized and ready-to-use standard. It requires that the test instructions be clear, the wording of the items and the method of correcting them in a uniform manner.

Apply the Metric

Administrative members (150) during the period between (15/4 / 2018-15 / 5/2019) according to the conditions and instructions provided by the researcher in the process of construction, noting that the measure of organizational commitment has reached its paragraphs (27) paragraph.

Objectivity of Response

The steps mentioned in the construction process were followed by the addition of paragraphs that were similar to and without a formula for the original organizational compliance scale. The scale consisted of (30) paragraphs with numbers (12, 13, 14) and the original paragraphs (5, 4, 2) the number of forms collected from the standardization sample (150) was excluded. 3 forms were excluded because they were not updated. The value of the arithmetical mean was then combined with the absolute standard deviation of the repeated paragraphs (9.286). The questionnaire forms consist of (147) forms.

Correct the Organizational Commitment Scale

The total score of the teachers was found on the scale(46-81), with an arithmetic mean (70.293), and a standard deviation (7.062). Table (2) shows the repetitive distributions of teachers' scores on the organizational commitment scale and Table (2).

Table 2: Shows the frequency categories for the standardization sample of the organizational commitment scale.

Categories of grades	Duplicates
46-48	7
49-51	11
52-54	11
55-57	12
58-60	11
61-63	12
64-66	16
67-69	13
70-72	12
73-75	15
76-78	15
79-81	12
Total	147
Mean	70,293

STD.EV.	7,062
Standard error	0,388
Skewness	0,182-

Statistical Analysis of Organizational Commitment Scale Paragraphs

In order to detect the statistically significant paragraphs, we find the following:

The Two Groups

After it has been following the steps mentioned by the researchers to in the

construction process, it has been used (t) test for two independent samples to determine the statistical significance of each paragraph, as it appeared that all paragraphs statistically significant, the fact that the calculated value (t) is the largest of the tabular and table value (3) shows that.

Table 3: Shows the arithmetic mean and standard deviation of the upper and lower groups and the (t) value and significance of the measure of organizational commitment

S	Upper limits (27%)		Down limits (27%)		(t) value*	Statistical significance
	Mean	STD.EV.	Mean	STD.EV.		
1	4.325	0.653	3.516	1.306	5.225	Sig.
2	4.584	0.653	3.505	0.990	8.577	Sig.
3	4.179	1.061	2.921	1.120	7.693	Sig.
4	4.393	0.748	3.213	1.162	8.051	Sig.
5	4.427	0.752	3.573	1.137	5.909	Sig.
6	4.382	0.898	3.179	1.153	7.757	Sig.
7	4.168	0.869	3.618	1.162	3.578	Sig.
8	4.550	0.657	3.966	0.910	4.910	Sig.
9	4.292	0.677	3.213	1.247	7.168	Sig.
10	4.191	0.915	3.427	1.251	4.649	Sig.
11	4.528	0.675	3.539	1.066	7.388	Sig.
12	4.179	1.028	3.258	1.123	5.706	Sig.
13	4.505	0.755	3.674	1.155	5.680	Sig.
14	4.516	0.785	3.887	1.038	4.560	Sig.
15	4.191	0.952	2.853	1.153	8.434	Sig.
16	4.359	0.882	3.146	1.410	6.881	Sig.
17	4.415	0.889	3.696	1.112	4.764	Sig.
18	4.561	0.811	3.314	1.427	7.168	Sig.
19	4.340	1.004	2.911	1.097	9.059	Sig.
20	4.534	0.694	3.411	1.058	8.349	Sig.
21	4.409	0.752	3.422	1.038	7.247	Sig.
22	4.375	0.747	3.577	1.027	5.908	Sig.
23	4.693	0.511	3.977	1.245	4.994	Sig.
24	4.420	0.656	3.388	1.346	6.474	Sig.
25	4.727	0.601	3.800	1.256	6.259	Sig.
26	4.750	0.592	3.833	1.238	6.277	Sig.
27	4.295	0.775	3.344	1.308	5.883	Sig.

* Tabulated value (t) the (1.980) at the level (0.05) degrees of freedom (145).

Internal Consistency of the Organizational Commitment Scale

For the purpose of finding the internal consistency, the simple correlation coefficient between the score of the paragraph and the total score of the measure of organizational commitment was calculated. In order to ascertain the significance of correlation between the scores, of the value of the scale (1.96) at the level of significance and degree of freedom (145).

Derivation of Standards for the Measure of Organizational Commitment

The process of derivation of the criteria is the last experimental step that the scale passes through in its final form by applying it to representative samples of the society which is

considered to have the scale [7]. It is one of the main characteristics of modern psychological standards, without which the scale cannot become a valid measure, as the level of the individual relative to his or her peers [8].

Thus, the raw grades obtained by applying the scale were converted to a sample of (147) administrative members and the standard score of the scale were extracted using the following equation.

Determination of Organizational Commitment Scale Levels

In order to achieve the purpose of the research, the researchers determined the levels of the measure for the members of the

sample of rationing (147) administrative members, and so the levels were determined based on the real extent of the scale, and the scale consists of (27) paragraph and alternatives to answer triple, the highest value can get (81) degrees and the lowest

score (27) degrees, and subtracting the upper value of the minimum value divided by the number of levels extracted the length of the class, and thus have been identified three levels as shown in Table (4).

Table 4: Shows the extent and level labels of the organizational commitment scale

Percentage	Number verified	Levels	The extent
-	-	Low level	27 - 44
33.33	49	Intermediate level	45 - 62
66.66	98	High level	63 - 81

Results and Discussions

View, Analyze and Discuss Search Results

View, Analyze and Discuss the Results of the Research Sample Level on the two Measures

After following the steps of the procedures of building and standardizing the performance of the organizational commitment on the members of the administrative body of the

clubs of the Iraqi first division football and verify the first goal and the second In order to complete the achievement of these objectives to contribute to solving the problem of research, This data and discuss its strength and weakness and be as follows:

View, Analyze and Discuss the Results of the Level of Organizational Commitment of Members of the Administrative Body of Iraqi Football Clubs

Table 5: The level, extent, frequency, and percentage of the search sample indicates the organizational commitment scale of the research sample

Number of teachers	Number of levels	The extent	Duplication	Percentage	Mean	STD.EV.
147	Low level	27 - 44	0.000	0.000		
	Intermediate level	45 - 62	49	33.33		
	High level	63 - 81	98	66.66	68.416	8.661

Table (5) shows that the high percentage of the members of the administrative body of the Iraqi football clubs in the Iraqi league occurred at the high level with a mean score of 68,416 and a standard deviation of (8,661). This is clear to us the importance of members of the administrative authority in achieving the overall balanced growth of the players, In order for the sports administration to achieve its desired objectives, the scientific method must be followed in organizing its activities.

It uses the method of planning, organizing, directing and follow-up through decisions and established procedures that define the general framework of work to achieve the goals. A member of the administrative body that achieves the objectives of the curriculum will be able to plan health this is in line with Yunus's study that "the members of the administrative authority are the ones who have the right to achieve the goals.

The men of relationships, which regulates the various processes of interaction and communication, and makes the players realize their practical needs and help them to satisfy them, so as to lead to the growth of a good and pure, and thus multiply their efficiency and increase their ability to develop themselves, or by the member, and thus keep their realization and achievements move from good to better Making them understand their responsibilities and duties "[9].

Conclusions

Through the results of the results, the researchers reached the following conclusions:

- Members of the administrative body of the Iraqi football league clubs with a good organizational level, which increased their level of ambition in the administrative process.

- The members of the administrative body of Iraqi football clubs in the Iraqi first division with an average organizational level, which increased their level of ambition in the administrative process.
- Setting three standard levels members of the administrative body of Iraqi football league clubs.

References

1. Robert Konopaske, John M (2004) Ivancevich, Global Management and Organizational Behavior (New York: McGraw-Hill/Irwin,).
2. A Baldonado, J Spangenburg (2001) "Leadership and the Future: Gen Y Workers and Two-Factor Theory," Journal of American Academy of Business 15, no. 1 (2009): 99–103; and Jack Scarborough, the Origins of Cultural Differences and Their Impact on Management (Westport, CT: Quorum,).
3. Katherine J, Klein Steve, WJ Kozlowski (2000) Multilevel Theory, Research, and Methods in Organizations: Foundations, Extensions, and New Directions (San Francisco: Jossey-Bass,).
4. Khalid Abdul Hadi Jassim (2011) The Administrative Behavior of the Presidents of Sports Clubs in Iraq according to the Variables of Specialization and Field Experience, Unpublished Master Thesis, Faculty of Basic Education, Diyala University, 32.
5. Salam Hantoush, Rashid Al Mamouri (2013) Evaluation of the administrative performance of the deans of the faculties and heads of the departments of physical education in accordance with the requirements of the overall quality, Dissertation Dr unpublished, Faculty of Basic Education, Mustansiriyah University, 54.
6. Raafat Said, Hindawi Sibai (2012) administrative operations of the schools of sports activities in sports clubs, i. Alexandria: Dar Al Wafaa Printing and Publishing, 87.
7. Mohamed Abdel Falah Ahmed (1981) Measurement, Psychological and Educational, I 2, Cairo, the Egyptian Renaissance Library, 301.
8. Fouad Al-Bahi Mr (2000) Intelligence, Cairo, the Anglo-Egyptian Library, 139.
9. Younes Ahmed (1991) The role of members of administrative authority in satisfying the functional needs of teachers of the basic stage in Jordan as seen by supervisors and teachers themselves, Master Thesis, Faculty of Education, Yarmouk University, 44.