



AN ANALYTICAL STUDY OF REALITY OF ORGANIZATIONAL BEHAVIOR OF ADMINISTRATIVE OF THE SWIMMING FEDERATIONS FROM THE POINT OF VIEW OF THE SWIMMERS

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Abstract

The importance of research in the researchers 'attempt to study the reality of organizational behavior of the behavior of the heads and members of swimming federations such as administrative leadership and organizational culture due to the effective and important role that this behavior plays in achieving a set of goals, including the elevation of swimming in Iraq and highlighting the research problem in the researchers' observation there is behavior and behavior of the bodies The administrative results in actions that negatively affect the ability of swimmers on positive and giving interaction, which leads to a weak efficiency and effectiveness of swimming performance, and then the weak performance of the federations. The research aimed to identify the reality of the organizational behavior of the administrative bodies of the swimming unions from the point of view of the swimmers. As for the research methodology and its field procedure, it used the descriptive analytical approach, and to achieve the objectives of the research, the scale of the reality of the organizational behavior of the administrative bodies of the swimming federations was built from the point of view of the swimmers (142) swimmers representing the governorates of the Middle Euphrates and the southern region, and the research sample was divided into two parts, the first For the procedures for designing and building the scale, which numbered (96) swimmers and the second: for the purpose of applying the scale, which numbered (46) swimmers, the data has been processed using the



statistical bag (SPSS) The results were presented, analyzed and discussed, according to the four fields, namely (administrative leadership, organizational culture, organizational conflict, motivation and incentives) and through the mathematical circles and normative deviations of the scale and its fields and according to the levels that the administrative bodies of the swimming federations occurred. Through this, the following conclusions were reached:

- 1- The absence of a complete organizational behavior for any of the administrative bodies of the swimming federations in the southern and central region of Iraq.
- 2- The administrative bodies of the swimming federations were distributed between three levels, which are an average, acceptable and weak level according to the scale of organizational behavior and the answer to swimmers.

In light of the results and conclusions, researchers recommend the following:

- 1- The constructed scale is a tool for revealing the reality of the organizational behavior of the administrative bodies of the swimming unions from the point of view of the swimmers.
- 2- The administrative bodies of swimming federations should pay attention to the elements of organizational behavior because of its importance in raising the level of swimmers and swimming sports

Keywords: organizational behavior ; administrative ; swimming unions.

1 - Definition of Research

1-1 Introduction

The behavior of individuals and their positions in various institutions is one of the important elements of the administrative process, and without which the administration inspects a lot, and there is no doubt that organizational behavior contributes to the success and continuity of the institution in achieving achievements and this confirms the increasing importance of studying the organizational behavior of sports institutions as a result of the size of developments and increasing the number of competitors and achieving achievements And global numbers.

The sports federations today, and in light of the development of competition more than ever, are keen on their position in the minds of their athletes and their fans, as they are required to direct the organizational behavior in a way that serves the interest of sport concerned for improvement, amendment and development to



achieve achievements, because the behavior of the first bodies is the main driver of the activity of these federations and since that Swimming sport is a sport that has developed a remarkable development in the world, the researchers intend to go into one of the pillars of the success of this sport because the sports administration is one of the ingredients for modern scientific development because it is the effective tool in achieving and developing sports achievement through the management of the behavior of individuals ((swimmers)) In order to improve their performance, which is considered their most important goals, because understanding the needs of swimmers working with the administrative bodies of the swimming federations and their desires for organizational behavior that achieves activities and their goals, so the union must pay attention to swimmers and address their problems and provide their needs to ensure the development of the results and achievements to be achieved.

Hence the importance of research in the researchers' attempt to study the reality of organizational behavior of the behavior of the heads and members of swimming federations such as administrative leadership, organizational culture, organizational conflicts, motives and incentives as one of the necessities of successful administrative work, and given the effective and important role that this behavior plays in achieving a set of goals, including the elevation of sport Swimming in Iraq, and through the results of this study, which may contribute to taking the necessary measures and measures to take care of organizational behavior and benefit from it in spreading the culture of effective organizational behavior to contribute to improving and upgrading swimming.

1-2 Research Problem:

The study of organizational behavior in recent times has witnessed a wide spread because of its great role in the performance of institutions and considered it an essential part of the performance of workers, which increases the elevation of the work of the institution.

By reviewing the external and internal posts and the achievements of Iraqi swimmers, we find that they are almost non-existent and unable to keep pace with the rapid global development, and this may reveal the weakness of the administration in swimming federations. On the ability of swimmers to interact positive and giving, which leads to a weak efficiency and effectiveness of swimmers performance and then the weak performance of unions, for example



these behaviors of slowing in work, lack of regular dates, low morale and others. This affects improvement and upgrading swimming. Based on what the researchers advanced to study this problem to reveal the reality of the organizational behavior of the administrative bodies of the swimming union from the point of view of the swimmers.

1-3 Research Objectives

- 1- Building the scale of the reality of the organizational behavior of the administrative of the swimming federations from the point of view of swimmers.
- 2- Learn about the reality of the organizational behavior of the administrative of the swimming unions from the point of view of swimmers.
- 3- Determine the role of organizational behavior and its impact on upgrading swimming.

1-5 Fields of Research

1-5-1 The human field : swimmers in the Central and Southern Euphrates regions .

1-5-2 Spatial domain : pools and sports halls for sports clubs in the governorates of (Baghdad, Babylon, Wasit, Diwaniya, Al -Muthanna, Maysan, Dhi Qar and Basra).

1-5-2 Time domain: 17/3/2021 until 20/9/2021.

2 - RESEARCH METHODOLOGY AND FIELD PROCEDURES:

2-1 Research methodology:

The researchers used the descriptive analytical approach as it is the most appropriate curriculum for the nature of the research problem

2-2 Research Society and Sample:

The research community of swimmers of (157) swimmers represent (8) swimming federations belonging to the Iraqi Olympic Committee, distributed among (8) governorates of the Middle Euphrates and the southern region. As for the research sample, it was chosen in the manner (intentionally), which numbered (142) swimmers from the research community, so that (3) swimmers were excluded because they were not completed and (12) swimmers of the exploratory experience were chosen in a random manner, and the research sample was divided into two parts: the first for procedures The design and



building of the scale, which numbered (96) swimmers, and the second for the purpose of applying the scale, which numbered (46) swimmers.

3-3 means of collecting information and assisting devices

3-3-1 means of collecting information

In their study, the researchers relied on the following means:-

1- Arab and foreign sources:

2- Personal interviews: The researchers conducted a number of interviews with experts and specialists in order to collect information related to the current study.

3- Field observation: The researchers noticed, through their follow-up and their dealings with the administrative bodies of the swimming unions, the search problem was determined.

4- Data collection and discharge form: The researchers prepared the questionnaire form on the subject of their research.

3-3-2 The devices used in the research

1- Time Hour:

2- Dell's mobile computer

3- Sony counter.

3-4 field research procedures

The procedures include "a set of basic steps that can be followed when building the test or scale and how to link the scale units" (Muhammad Hassan Allawi and Muhammad Nasruddin: 2002). This is to obtain a measure in which all the conditions and psychological characteristics are available to measure the phenomenon of organizational behavior, where the researchers defined the fields of scale by seeing specialized scientific sources and taking the opinions of experts and specialists on the areas of scale that the researchers have developed in terms of their validity or inability and the proposed alternatives, and based on the above Obtaining areas (administrative leadership, organizational culture, organizational conflict, motivation and incentives).

After identifying the areas of the scale, the researchers prepared the initial formula of paragraphs through the information obtained from the swimmers and experts specialized in this field. The researchers chose the (Lakert) method in formulating the paragraphs, which was presented to a group of experts and arbitrators with experience and specialization in the field of mathematical and



administrative sciences in order to evaluate them through formulating them and their validity in the regulatory behavior measure as well Gentlemen experts their observations and judge them and based on the observations of the experts, the researchers deleted the vertebrae that are not suitable for the scale, and as a result the scale is from (32) its poverty by (8) poverty for each of the four fields, and the researchers took into account that the paragraphs are easy and concept with an illustrative example shows How to answer the scale paragraphs, and the swimmer was also reassured about the answer to the answer, and the swimmer was not asked to mention the name, as it was stressed that no paragraph was not left without an answer because the questionnaire will be excluded.

The scale is from five alternatives, which is (agreed with a severe, agreed to a large degree, sometimes agreed, not agreed, is absolutely not approved) and since the paragraphs have been formulated in the positive direction, it was given weight to paragraphs (from 5 to 1), respectively.

3-5 The survey application of the scale

The researchers distributed the questionnaire for the scale on 12/6/2021 until 6/14/2021 on a sample of swimmers, who numbered (12) swimmers and were chosen from some governorates randomly, and were excluded from the basic application of the scale. The goal of conducting the exploratory experience is to ensure the appropriateness of the vertebrae of the scale used and easy And emptying it and treating it statistically.

Through the procedures for the exploratory experience, it became clear that the vertebrae of the scale was understood by all members of the sample and ranged at the time of answering the vertebrae of the scale (20-25) minutes.

3-6 Scientific foundations for the scale

3-6-1 Sincerity of the scale

The sincere scale is "which measures sufficiently the phenomenon that was designed to measure and measures nothing in place of it or added to it (Zakaria Muhammad al -Zahir and (others: 2002) so the researchers deliberately confirmed the sincerity of the scale through the sincerity of the content, so the researchers presented the scale in its initial form on Experts and specialists and judgment on the fields and paragraphs of the scale and their validity in measuring organizational behavior, and an agreement was determined by (80%) of experts

is sufficient to determine the validity of the paragraphs, as it measures what was set for it

3-6-2 stability of the scale

To calculate the stability, the researchers relied on the method of (Alpha Kronbach), so the researchers used the upright sample forms (12) swimmers, and the value of the stability coefficient appeared (0.889) "as the values of the (Cronbach coefficient) are statistically acceptable when these values are equal or greater than (0.50), in Educational, psychological and administrative research (Sawsan Shaker Majidak :2007).

3-7 The final application of the scale

After all the requirements and procedures for designing and building the scale were completed, the researchers applied the scale in its final form on the application sample of (46) swimmers distributed over (6) governorates in Iraq during the period from 25/6/2021 to 1/9/2021 AD, and after collecting Al - Asbawan forms and checking them turned out that all forms are all fully answered, and the data was processed so that each swimmer has its own degree.

3-8 Statistical Means

For the purpose of data processing, researchers used the Statistical Package for Social Sciences.

4-1 Presentation of the results of the reality of the organizational behavior of the administrative bodies of the swimming federations And its analysis and discussion

Table (1) shows the arithmetic medium and the standard deviation of the areas of organizational behavior scale For the final application sample

No	Field	Arithmetic medium	Standard deviation	Level
1	Administrative leadership	29.76	5.09	Accepted
2	Organizational	24.99	3.91	week
3	Organizational conflict	33.12	8.21	medium
4	Motivation and incentives	22.91	1.43	week
general arithmetic medium of the scale		27.63	Accepted	



Table (2) shows the extent of Standard grades and Standard and Range

Level	Range
WEEK	25.88 – 20.38
Accepted	30.38 – 26.87
medium	35.38 – 31.88

After applying the regulatory behavior measure of the administrative bodies of the swimming federations from the point of view of swimmers and through the modified normative degrees, the researchers obtained several levels, which are the following:-

- 1- Both (organizational culture - motivation and incentives) are located at the weak level.
- 2- (Administrative leadership) is located at the acceptable level.
- 3- That (organizational conflict) is at the average level.

The researchers attribute the reason for the administrative bodies of swimming unions at the (weak) level in the fields of (organizational culture - motivation and incentives) is the lack of identification of responsibilities and coordination among them during the organization of activities, lack of continuity and cumulative these activities, as well as paying attention to the results and not in the way of achieving achievement and lack of an opportunity to involve The swimmers in the organization, which is done by defining the tasks and responsibilities to spend and seek to achieve their goals, which made the swimmers under pressure and reflected negatively on the opinions and performance of swimmers, and this is confirmed by (Peter Hallaq) that "the organizational culture is an active and supportive element of management, and a help to achieve its goals and aspirations, Culture is strong among the majority of employees of the institution when they are satisfied with its values, rulings, rules, and reward for their followers, and they follow all of this in their behaviors and relationships "(Petr Hallaq: 2020).

As for the field of (motivation and incentives), the researchers attribute the reason for their obtaining the weak level is the importance of incentives of all kinds to raise morale and encouragement, and this is due to the lack of financial allocations and the lack of focus on self -aspects such as acceptance and appreciation and their sense of belonging to the institution as well as the lack of visits by officials during the activities in particular It is also linked to the



organizational culture of officials, which was born with the swimmers of lack of attention by the institution's officials. So that (Manal Hussein) indicates, "The organizational culture must be shown through motivation and enhancing their creativity because the successful organizational culture is the one that is creativity and environmental adaptation and keeping pace with the age its goal and removing fear, anxiety and hesitation from their souls and reassures them if they fail, there are many successes to wait for them and provide the necessary support to rise With their level by working and increasing attention (Manal Husaynak 2015).

The researchers believe that the occurrence of members of the swimming federations at the (acceptable) level in the field of (administrative leadership) the reason is the administrative supervision of the activities of the swimmers is not at the required level and not to continue and listen to their opinions and share some decisions and interruption at them most of the time. Administrative Leadership Administrative according to the answers of swimmers. This is confirmed by (Muhammad Allawi), "The leader's ability to influence the workers comes through their participation in some of the decisions to be implemented, as it is one of the assistive and important factors in the positive impact on their behavior and enthusiasm to perform the required behavior or the tasks assigned to them" (Muhammad Hassan Allawi: 2005)

Either the reason for the administrative bodies of the swimming federations at the average level in relation to the field of (organizational conflict) is attributed by the researchers and in light of the answers of swimmers due to the contradiction and difference in views between members of swimming federations at the organizational level or interests and this occurs the organizational conflict that negatively affects it because it is one of the obstacles to achieving goals It causes the loss and effort to manage these conflicts instead of benefiting from it in the targeted activities. Likewise, the non -distribution of duties leads to conflict within the individual. This is confirmed by (Peter Hallaq) despite the occurrence of the conflict within the individual, but it is reflected in his behavior and relationships and his achievement of the goals of the institution, and this level of conflict occurs as a result of contradicting roles or when the individual is asked to accomplish some of the tasks or roles that do not correspond to his experiences or interests and goals. (Petr's Hallaq: 2020).



4. Conclusions and Recommendations:

4-1 CONCLUSIONS:

One of the conclusions reached by the researchers:

- 1- The absence of a complete organizational behavior for any of the administrative bodies of the swimming federations in the southern and central region of Iraq.
- 2- The administrative bodies of the swimming federations were distributed between three levels, which are an average, acceptable and weak level according to the scale of organizational behavior and the answer to swimmers.
- 3- The organizational behavior affects either positive or negatively on the activities of swimmers.
- 4- In light of the reality of the organizational behavior of the administrative bodies of the swimming unions, the deterioration of swimming sport increased, which reflected negatively on the activities and level of swimmers.
- 5- Organizational conflicts negatively affect the activities and performance of swimmers and achievement.

4.2 Recommendations:

In light of the conclusions reached, the researchers recommend the following:

- 1- The constructed scale is a tool for revealing the reality of the organizational behavior of the administrative bodies of the swimming unions from the point of view of the swimmers.
- 2- The administrative bodies of swimming federations should pay attention to the elements of organizational behavior because of its importance in raising the level of swimmers and swimming sports.
- 3- The level of regulatory conflicts between administrative bodies through the follow-up of the democratic system and the determination of tasks and powers for members to assume responsibilities and perform duties, which affects the activities of swimmers.
- 4- Attention to the field of organizational culture to develop activities and events that contribute to developing the level of swimming and achievement.
- 5- The necessity of supporting swimmers through material and moral incentives and linking them with the results achieved to motivate them to make efforts and improve the level, which helps in achieving achievement.



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