

The Role of Functional Performance in Managing Sports Championships and Competitions from the Perspective of Managers(A field study of M'sila wilaya leagues)

دور الأداء الوظيفي في إدارة البطولات والمنافسات الرياضية من وجهة نظر المديرين
(دراسة ميدانية للرابطات الولائية بالمسيلة)

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Abstract: This study aims at highlighting the role of functional performance in managing sports championships and competitions from the perspective of wilaya of M'sila leagues managers This study Is carried out using the analytic descriptive method and the sample of study consists of thirty membres from the managing offices of wilaya leagues through a simple random sampling method. Also, data collection was based on functional performance measurement .This latter consists of three dimensions: the effort exerted, individual capabilities and the individual's awareness of his functional duty dimension .Each dimension is composed of seven questions. Moreover, study concludes that there is a positive role for the functional performance in managing sports championships and competitions from managers' perspective. And one of the most important recommendations of this study: provide good league centers because we have noticed that most leagues do not have good and suitable centers for doing activities.

Keywords: Functional performance, sports championships and competitions, sports manager, sports League

المخلص : تهدف هذه الدراسة إلى تسليط الضوء على الدور الذي يلعبه الأداء الوظيفي في إدارة البطولات والمنافسات الرياضية من وجهة نظر مسيري الرابطات الولائية لمسيلة معتمدين في ذلك على المنهج الوصفي التحليلي وعلى عينة قدرت بثلاثين فردا من أعضاء المكاتب المسيرة للرابطات الولائية وقد تم اختيارها بطريقة العينة العشوائية البسيطة. كما تم الاعتماد في جمع البيانات على مقياس الأداء الوظيفي و الذي يتكون من ثلاثة أبعاد وهي بعد الجهد المبذول وبعد القدرات الفردية وبعد إدراك الفرد لواجبه الوظيفي بحيث يتكون كل بعد من سبعة أسئلة وخلصت الدراسة الى وجود دور إيجابي للأداء الوظيفي في إدارة البطولات والمنافسات الرياضية من وجهة نظر مسيري الرابطات الولائية لمسيلة
ومن أهم التوصيات توفير مقرات لائقة بالربطات لأننا لاحظنا أن أغلب الربطات لا تملك مقرات ملائمة لممارسة

Introduction:

Many researchers in the field of sports were interested in studying sports games and their training ,and interest was primarily focused on the fundamentals of sports activities , and they did not give sports management its importance although it is the decisive factor in most times to achieve high level sports accomplishments .There, the Olympic committees and sports federations were and are still doing their best to employ all of their administrative and organizational capabilities to serve and improve sport as no sports institution achieves its goals and increase and improve its athletic achievement except with sound management. Studies and researches in the field of sports management have proven that the issue of managing games and sports competitions is one of the most important issues that can affect decision-making processes and achieve results and achievements for all sports games.(Marouan Abd El Madjid Ibrahuim)

From this perspective, the researcher wanted to shed light on the role that functional performance plays in managing championships and sports competitions, which is represented in M'sila Wilaya sports leagues.

As the latter is the engine that organizes and runs various sport activities, if the managers of these leagues have a large degree of awareness of their responsibility, this will be directly reflected on the development and the progress of sport activities. Based on the aforementioned information, the following question is posed : What is the role of functional performance in sports managing championships and competitions from the point of view of M'sila wilaya sports leagues managers?

Sub questions:

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1-Is there a role for the effort exerted in sports managing championships and competitions from the point of view of M'sila wilaya sports leagues managers?

2- Is there a role for individual capabilities in sports managing championships and competitions from the point of view of M'sila wilaya sports leagues managers ?

3-Is there a role for the individual's awareness of his / her functional duty sports managing championships and competitions from the point of view of M'sila wilaya sports leagues managers ?

Research hypotheses:

Based on our discussion of the research problem, we can formulate the hypotheses as follows:

General hypothesis:

Functional performance has a positive role in sports managing championships and competitions from the point of view of M'sila wilaya sports leagues managers.

Sub hypotheses:

1 -There is a positive role for the effort exerted in sports managing championships and competitions from the point of view of M'sila wilaya sports leagues managers.

2- There is a positive role for the effort exerted in sports managing championships and competitions from the point of view of M'sila wilaya sports leagues managers.

-3There is a positive role for the individual's awareness of his functional duty in sports managing championships and competitions from the point of view of M'sila wilaya sports leagues managers.

-The theoretical side :

Research objectives :

The main objective of the research is to know the role of functional performance in managing championships and sports competitions.

The importance and reasons for choosing the topic:

Knowing the reality of functional performance at the level of M'sila wilaya sports leagues.

Previous studies:

In order to get a more comprehensive view of the research topic, we will try to address the most important studies which tackled one of research topic aspects

The first study:

A study by Dr. Abdel-Fattah Salih Khleifat and Shireen Muhammad Al-Matarneh entitled "The impact of work pressures on the functional performance of principals of government primary schools in the south of Jordan" (Damascus University Journal, 2010), where this study aimed to identify the impact work pressures among the principals of public primary schools in the South Jordan region. The questions were as follows:

-1 What is the level of work pressure in the functional performance of the principals of public primary schools in the south Jordan region from their point of view?

-2 What is the level of functional performance of school principals in the south of Jordan from the point of view of their teachers?

The second study:

Ahmed Qawasmeh's study, " Assessing the Fuctional Performance of the School Principal from the Teachers' Point of View" (Journal of Educational Science Studies, 2003). This study aimed to assess the functional performance of the principal of the school by the teachers in that school. The results showed that the level of functional performance for the sample of male and female principals of schools reached a value slightly below the expected level, and it did not appear a

fundamental difference in the level of performance between male and female principals of primary schools, and male and female principals of middle schools, however, the results have shown a fundamental difference in the level of functional performance according to the interaction between the gender variable and the school, and some recommendations have been reached in light of the study results

Third study:

Naguib Zarrouk's study, "The Determinants of Functional Performance and its Relationship to the Effectiveness of Human resources Management in Algerian Sports Administrations", a thesis submitted for a PhD degree in the third cycle in the sciences and techniques of physical and sports activities, Institute of Physical and Sports Education, University of Algeria 3

The study aimed to identify the relationship of determinants of functional performance with the effectiveness of Algerian youth and sports directorates' employees by defining the role of variables of each of the educational qualifications, years of experience, and the functional title on that.

Among the most important recommendations reached are the following:

- The necessity of involving the working members in making decisions, which contributes to improving performance and enhances the sense of belonging, and consequently, the desired functional commitment is achieved in order to reach the objectives planned by the administration.

Preparing training programs and courses supervised by university professors and doctors to define knowledge and improve the level of employee performance.

-Review the employment and promotion mechanisms within the sports administrations through coordination with institutions that undertake the task of training, such as universities, and physical and sports education institutes in particular.

Fourth study:

Majed Abdul Majeed Asila "Measuring the Administrative performance of sports leaders in Decision-Making in the Sports activity circles in Jordanian Universities" (Sports Creativity Magazine, 2018).

This study aimed to identify:

Measuring the administrative performance of sports leaders in decision-making in the sports activity circles in Jordanian universities.

2 -The effect of the variable of the academic qualification on the decision-making process in the sports activity circles in Jordanian universities.

Among the most important recommendations:

The need to use the democratic principle and vote in the decision-making process.

The benefit of previous studies :

The functional performance measurement is the most important tool we benefited most from previous study.

Define research terms:

performance:

Hilal defines administrative performance as the employee's implementation of his work and responsibilities assigned to him by the organization or the agency to which his job is related and means the results that the employee achieves in the organization "Hilal 1996, p. 11, p. 12."

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He knew that it was the result of the employee's effort inside the organization to achieve a specific goal, "The Young 2002, p. 8."

And Andrew defined him "ANDREWD" as an interaction of employee behavior, and that this is determined by the interaction of his effort and ability "Bajabr 1416 AH, p. 24."

It is defined as a specific product that an individual or group made to accomplish a specific work, "Badawi Mustafa 1984, p. 87".

Procedural definition of job performance:

The outcome of the effort made by employees within their management to achieve specific goals with available resources and at the lowest possible cost.

Championships and sports competitions: It is a series of competitions held between a group of units, individuals or groups, with the intention of identifying the winners among them or arranging them according to their results, and it is a means of expressing many of the necessary needs for individuals and groups. It should not be less efficient than others, and sound competition is an important factor in workmanship, progress, and height in the level, especially in the sports field, because the competition-free activity calls for boredom and boredom (Marwan Abdul Majeed)

Procedural definition of championships and sports competitions:

It is the competition between two or more people in order to know the best between them in terms of athletic performance

Athletic path: He is the individual who occupies a sports center with responsibility, and in this situation he undertakes specific specializations that give him responsibilities that require important accomplishments within the scope of his competence.

Sports League:

It is an association that runs according to the provisions of the law. This law, as well as its basic laws and the basic laws of the National Sports Federation are organized to it (Official Gazette of the Algerian Republic, No. 39, Article 85).

Research methodology and field procedures for the study:

Exploratory study:

The researcher conducted an exploratory study to examine the research community and choose the sample, as well as to estimate the validity and reliability coefficients for the job performance scale.

Survey study sample:

In this exploratory study, the researcher used a sample of the members of the offices running the state associations, estimated at thirty individuals who were randomly selected from the study community.

Survey results:

Validity and reliability of the tool:

Based on our eagerness to ensure the validity of the scale in the current study, we have applied the validity of the test by the following means, as the validity of the instrument is one of the conditions that must be met in the measurement tools and in order to ensure the validity of the tool we have followed the following steps:

Virtual validity:

This type of honesty indicates whether the scale appears as if it was measuring or not measuring what was put in order to measure it. This type of honesty indicates the general appearance of the scale as a method of measurement

Self-honesty:

It means the internal honesty of the scale, and it is measured by calculating the square root of the coefficient of stability of the instrument, and since the coefficient of scale stability = 0.80, which is the largest standard ratio which =

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0.60, we say that the tool has high honesty and reliability, and we can apply it in this study

Research study method :

This study is carried out using the analytic descriptive method because it fits this research study

Study population : represents the managing offices of wilaya leagues members

Study sample : It was selected using a simple random sampling method

Data collection tools: the researcher uses functional performance measurement.

This latter consists of three dimensions: the effort exerted, individual capabilities and the individual's awareness of his functional duty dimension .Each dimension is composed of seven questions

Research variables:

The independent variables: functional performance

The dependent variable: sports management

Descriptive study:

The main objective of the sample descriptive study is to identify the following characteristics

Professional Experience :

Table 1: Professional Experience

Professoanal years	Number of individuals	Percentage
From 1to 5 years	4	13.3
From 6to 10years	3	10.0
From 11 years and more	23	76.7
Total	30	100

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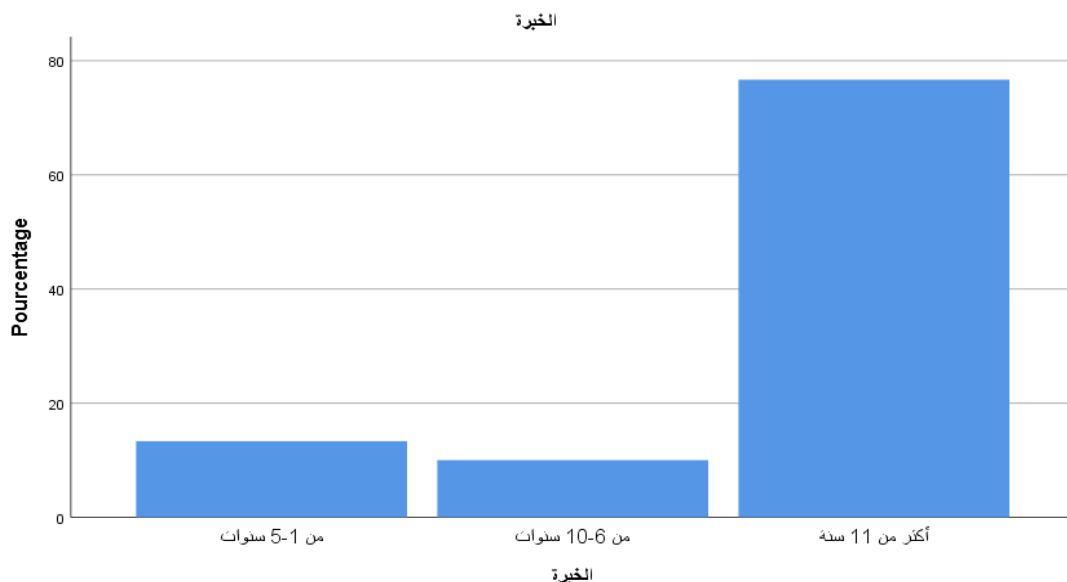
Source: Author, via the SPSS Statistical Package

Table 2:

Academic qualification	Numbers of individuals	Percentage
Secondary	15	50
baccalaureate	4	13.33
Bachelor degree	6	20
Master degree and over	5	16.66
	30	100

Source: Author, via the SPSS Statistical Package

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Source: Author, via the SPSS Statistical Package

We note through the above table that most of the sample members have a secondary level, and this is normal because most of the governors of the state associations are from the old athletes each in its specialization, that is, the player after the end of his sporting career goes either to running in sports associations and clubs or to training while individuals who have educational qualifications such as Masters and PhDs, they have other directions such as teaching and scientific research.

3- The nature of the distribution for the study sample individuals:

To find out the nature of the distribution for the study sample, we use the "Kulmogorov" test.

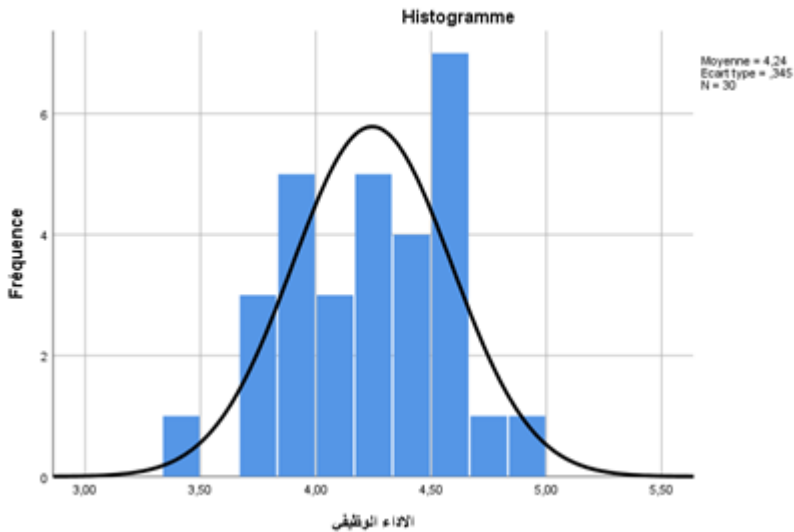
Table 3: The Kulmogorov-Smirnov Test

		Functional performance
N		30
Paramètres normaux ^{a,b}	Moyenne	4,2444
	Ecart type	,34475
Différences les plus extremes	Absolue	,091
	Positif	,071
	Négatif	-,091
Statistiques de test		,091
Sig. asymptotique (bilatérale)		,200 ^{c,d}

Source: Author, via the SPSS Statistical Package

Since the Sig is 0.200, the sample follows the normal distribution because SIG is greater than 0.05. This is confirmed by the following figure:

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Source: author.

3-Test hypotheses and discuss the results:

The first hypothesis: which states that there is a positive role for the effort exerted in the job performance in managing championships and sports competitions from the point of view of the managers of the state associations of the state of Al-Messila

Through the process of testing arithmetic averages and standard deviations of phrases and after the effort involved, we obtained the **following table:**

Table 4: mean and standard deviation of the first ax

Statistiques descriptives			
Expressions	Moyenne	Ecart type	observation
Your passion for achieving the overall goals	4,40	,621	Very high
Planning your business before doing it	4,37	,556	Very high
The organization in tasks and work duties	4,17	,592	high
The control it carries out to ensure the quality and quality of work performance is	4,23	,626	Very high
Coordination with others in performing your work	4,13	,937	high
The amount of daily work it does	4,27	,640	Very high
The percentage of what is implemented in the work compared to the plans and programs drawn	3,67	,959	high
The effort exerted	4,1762	,40871	high

Source: Author, via the SPSS Statistical Package.

Through table No. 4 we note that the average expressions after the commutated effort amounted to 4.17, which corresponds to him in the " high " Likert scale. For state associations of the mandate of the Messila state, as we note that some of the phrases came very high as is the case in the first and second words, which confirms the validity of the hypothesis.

The second hypothesis: which states that there is a positive role for individual capabilities in job performance in managing championships and sports

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competitions from the point of view of the managers of the state associations of the mandate of Al-Messila.

Through the process of testing arithmetic averages and standard deviations of phrases and after individual capabilities, we obtained the following table:

Table 5: Mean and standard deviation of the individual capabilities dimension

Statistiques descriptives

Expressions	Moyenne	Ecart type
Your level of contribution to innovation and development	4,20	,761
Get your work done on time	4,40	,724
Your ability to take responsibility for the daily workload	4,43	,679
Your ability to correct errors resulting from the value	4,40	,498
Your desire to complete the duties and tasks set on time	4,40	,968
Your compliance with and compliance with work regulations	4,13	,819
Your participation in making important decisions	4,07	1,112
After individual capabilities	4,2905	,50121

Source: Author, via the SPSS Statistical Package.

Through table No. 5 we note that the average of phrases after individual capabilities has reached 4.29, which is what corresponds to him in the Likert scale "very high", and this indicates that there is a positive role for individual capabilities in job performance in managing championships and sports competitions from the point of view The directors of the state associations of the

state of Al-Messila, as we note that some of the phrases came with a very high degree, as is the case in the first, second and fifth phrases, which confirms the correctness of the hypothesis.

The third hypothesis: which states that there is a positive role for the individual's awareness of his job duty in the job performance in managing championships and sports competitions from the point of view of the administrators of the state associations of Al-Messila state

Through the process of testing arithmetic averages and standard deviations of phrases, and after the individual realizes his duty, we get the following table:

Table 6: The mean and standard deviation of an individual's perceived duty obligation

Descriptive statistics		
Expressions	Moyenne	Ecart type
You implement the orders and instructions issued by your officials with regard to work	4,13	,681
Your attention to personnel affairs under your administration with regard to work	4,17	,648
Arrange your daily work according to its importance	4,10	,607
Your ability to adapt when an emergency occurs at work	4,30	,596
Your cooperation with the team to accomplish the required tasks	4,13	,629
You are able to contact your superiors and subordinates in order to carry out work duties	4,367	,5561
Cooperating with others to achieve the public interest	4,66	,484
The individual realizing his job duty	4,2667	,36322

Source: SPSS Outputs

Through table No. 6 we note that the average of phrases after the individual realizes his job duty has reached 4.27, which is what corresponds to him in the Likert scale ``very high'', and this indicates that there is a positive role

The individual's awareness of his / her functional duty in the job performance in managing championships and sports competitions from the point of view of the directors of the state associations of Al-Messila state,

The third hypothesis:

There is a positive role for the individual's realization of his job duty in the job performance in managing championships and sports competitions from the point of view of the directors of the state sports associations for the mandate of Al-Messila state.

Discussion of the general hypothesis:

From the above it can be said that there is There is a positive role for the effort exerted in the job performance in managing championships and sports competitions from the point of view of the facilitators of the state associations of the mandate of Al-Messila state, which is what we felt through the respondents' answers, and we also found that there is a positive role for individual capabilities in job performance in managing championships and sports competitions from the point of view of the facilitators For state state associations

Through table No. 6 we note that the number of paragraphs agreed upon by the respondents with a very high degree has reached 4, while the number of paragraphs that have been a high degree is 3 while the degree or rate of perception of one's job obligation is 4.26 which is the corresponding in Greet, OK, and agree, therefore most of the respondents agree to this hypothesis.

Al-Masila, and this indicates that the individual capabilities of the association's managers are necessary for the success of the management of the associations, as we have found through this study that there is a positive role for the individual's realization of his job duty in the job performance in managing championships and sports competitions from the point of view of the state's directors Messila and this indicates that care is required and necessary in order to facilitate the process of managing the associations.

Through his previous experiences of hypothesis testing, our study concluded that the job performance has a positive role in the management of championships and sports competitions from the point of view of the directors of the state associations of the mandate of Al-Messila.

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