

**Organization and recruitment of human resources management  
and its impact on the promotion and development of sports  
practice**

**Field study in the Algerian civil protection sector**

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**المخلص:**

تطرق البحث الى مدى مساهمة وظيفتي التنظيم والتوظيف كوظائف أساسية لإدارة الموارد البشرية في ترقية وتطوير الممارسة الرياضية بقطاع الحماية المدنية الجزائرية ، حيث يرى الباحث ان هاته الوظائف ترفع من مستوى هذه الاخيرة مما ينعكس على تحسن اداء العاملين لخدمة عمومية افضل مع العلم ان عون الحماية المدنية يحتاج الى لياقة بدنية عالية ، حيث تم تسليط الضوء على الوظائف السالفة الذكر واقتراح حلول مستقبلية لإدارة أفضل للموارد البشرية بأسلوب علمي ومنه الخروج بنتائج مهمة من شأنها ان ترقى وتطور مستوى الممارسة الرياضية.

الكلمات المفتاحية: إدارة الموارد البشرية، التنظيم، التوظيف، الحماية المدنية، الممارسة الرياضية

**The**

**abstract**

:

The research tackled the contribution of the purposes of organizing and , recruitment as basic to manage the Human Resources for the promotion and development of the sport practice in the Algerian civil protection sector. The researcher considers these purposes raise the level of the latter , which is reflected in the improvement of the performance of employees to serve the public better. In which he highlighted the duties mentioned above and proposed future solutions to better management of human resources in a scientific manner and from which to produce important results that would promote and develop the level of sports practice.

Key-words: Human Resources management ,organizing , recruitment  
Civil protection, Sport practicing

**1 / Introduction and problematic search:**

The human element is one of the most important episodes in terms of administrative management of any institution, whether private or state-owned, where attention has been paid to it more than through the change of management style from the management of personnel to the management of human resources. - Evaluation - incentive system.

The researcher of sports practice in our country locally and nationally believes that it is going through a very difficult and critical stage, through the decline of results and the weakness of the national teams at the international level and the low level of national championships and the same situation is the practice of sports which is under the framing of the civil protection sector, The huge human potential of the sector at the national level and the number of about 70 thousand agent and many sports competencies but not fully exploited, despite the existence of the possibilities enjoyed by the latter, but there is no orderly organization.

## 2 / Research Question:

1. Does the organization of human resources management promote and develop sports practice in the civil protection sector?
2. 2.2 Does the recruitment of human resources management promote the sport practice in the civil protection sector?

## 3 / Research Objectives:

To identify the effectiveness of the organization of human resources management in the promotion and development of sports practice in the civil protection sector.

## 4 / Research Hypotheses:

The Human Resources Management Organization promotes and develops the sport practice of the civil protection sector.

Identifying the employment effectiveness of human resource management in promoting sports practice in the civil protection sector.

The recruitment of human resources management in the promotion of sports practice in the civil protection sector.

## 5 / Terminology and concepts:

5.3.1 The act of organizing : to arrange for something to happen or to be provided.

5.3.2 The act of organizing : Making people think and behave in one way is an advantage of authoritarian societies.

5.2.3 Procedural definition: arrangement and modification of human resource format.

5.4 Recruitment: This includes recruitment and selection of individuals who are capable and willing to work according to criteria for filling vacancies (Adel Ahmed Al Saadi, 2016, p. 5)

5-4-1: Recruitment :

5.4.2: Recruitment : to arrange for something to happen or to be provided.

Procedural definition: Recruitment is the process of selecting individuals according to the predefined conditions of a job.

**- Sports Administration:**

It is defined by George Wendell as "the organization to implement the objectives of the institution or the sports body to know the responsible human body" (I-O-C, 1997, P13).

**Procedural definition:**

**Human Resource Management :**

All administrative activities related to the identification of human resources needs of the Organization, and the development of their capacities and their efficiency, giving them compensation, motivation and full care in order to benefit from their efforts to achieve the objectives of the Organization (Ibrahim Hamad Al-Aboud, 2004, p. 25).

- Organization of human resources management: A regulatory body capable of carrying out human resources management activities in the modern institution should be prepared based on the study of the needs and conditions of work in the institution. There are many factors that must be taken into consideration when establishing the regulatory body supervising the human resources management activities Among these factors: Medhat Abu Nasr, 2007, p. 68

Procedural definition: Human resources management is through the management of manpower according to the administrative functions in force.

**Civil Protection:** Civil Protection A facility entrusted with the protection of persons and property is under the jurisdiction of the Ministry of the Interior and local communities. The nature of its functions is constantly evolving to cope with the technological developments and demographic growth of the country. It has an administrative (technical and scientific) organization to ensure its humanitarian mission (Ben Issa Abdel Karim, 2010, 03).

Procedural definition:

Is a paramilitary body that protects the citizen and his property during the occurrence of risks and disasters, as well as awareness campaigns to raise awareness and composition in accordance with the requirements of the times.

### **Sports practice:**

Is the organized, continuous and purposeful sports activity within the framework of sports clubs and associations under the supervision of qualified sports tires (Barquouq Abdelkader, 2013, p. 3).

Procedural definition:

Is organized and organized activity according to club and sports association in order to satisfy the physical desires according to a specific specialization and framed by specialists.

### **6. Previous and Related Studies:**

- Previous and similar studies:
- Algerian studies:
- Student study Badouh rich 2013 University of Biskra
- The title of the strategy of continuous training in the health institution and the performance of human resources.
- Studying the student Bursama Jamal in 2009, within the requirements of obtaining a master's degree.

Entitled: Organizational effectiveness of sports management and its impact on the decision-making style of the administrative leader

- A study centered on the psycho-social dimension.

"Administrative Case Study on the Olympic Complex Mohamed Boudiaf 05 July and the Algerian Football Federation"

Foreign Studies: - Prof. Dr. Farid Kortel in 2012 - The title of human resources management strategies in light of globalization. - Referring to the situation of the Arab countries "Tripoli Lebanon" - Study of the researcher Samir Matar Masoudi b Entitled Obstacles to the application of electronic administration in the management of human resources in the private health sector in the city of Mecca from the perspective of managers and staff of human resources. Virtual International University...Saudi Arabia.

- The study of student Nashwan Mohammed Kabbas in 2010, within the requirements of obtaining a master's degree.

Title: The reality of sports administration at the University of Sana'a and its implications for sports activity.

- Baba Ould Siden study in 2010, within the requirements of obtaining a Master's degree.

Title: The role of human resources in influencing performance (BMCI study)

- The study of Salah Mohammed God, B, Q, within the requirements to obtain the degree of Doctor of Philosophy in Physical Education and Sports.

Entitled: Analytical study of the views of the elite on the advancement of Egyptian sport in the light of contemporary challenges.

**7/ similar studies and the linked ones:** The similar studies were divided into two groups: the first is the Algerian studies, and the second is the foreign studies conducted in the field of sports administration, as shown by the previous presentation that we discussed between 2009 and 2011, all of which are in an Arab environment. Which was extracted by the researcher in an attempt to benefit from them in terms of objective methodology, sample, statistical treatments used, discuss the findings of these studies. - in terms of the methodology used. - In terms of sample. - in terms of data collection tools. - in terms of statistical processing...

1 - Study of Mabrouk Entitled: Human Resources Investement and its role in Sports Management Improving / University of Algiers<sup>3</sup> . 2013 Place: A field study for employees of the Ministry of Youth and Sports This study aims at identifying the extent to which the Ministry of Youth and Sports invests in internal and external human resources.

The study concluded the following results:

- 1- The study showed that the Ministry of Youth and Sports indicates an attention, but not enough.
- 2 - There is a direct and good impact to plan and develop ways to attract human resources.
3. The internal and external sources of human resources should be drawn upon.
4. Training contributes to knowledge acquisition .
- 5- Evaluation contributes to raising the employees performance .

2 - Ghanem Hajar's a study within the requirements of obtaining a magestrate's degree.

**Entitled:** The contribution of human resources in raising the efficiency and effectiveness of the organization

University of Location: University of Messila.

The study aimed at identifying the contribution of human resources in raising the efficiency and effectiveness of the organization we concluded:

- 1 - Human resources management among the most important departments of the Organization.
2. Human resources are among the most important resources available to the Organization.
3. The various material and moral incentives must be available.

3 - Karbash Rahma's a study within the requirements of obtaining a magistrate's degree

University of Algiers 3, 2014

Entitled: the role of human resources management in the development of intellectual capital case study of Human Resources Directorate (Mobilis) in Algiers

The study aimed at identifying the role of human resource management in the development of intellectual capital, the case study of the Human Resources Directorate (Mobilis) in Algiers.

Location Directorate of Human Resources (Mobilis)

The study concluded that:

- 1 - the need to pay attention to intellectual capital as the main incentive of the organizations.
  - 2 - working on the various methods of intellectual capital.
  3. The trend towards new developments in human resources management.
  - 4 - the need to activate investment programs in human capital.
- 8 - Methodology of research and field procedures for study: 8-1 Research Methodology: The researchers used the descriptive approach to suit the pattern of study according to the most important steps. 8.2 Research Community: The research community in the most important sports and sports sectors in the civil protection sector of 1800 from different parts of the country represent 14 states. 8.3 Research Sample: The sample of the research was in the sports frames and athletes. The number of them was 252. They were selected in a deliberate manner using the survey method and the different ranks and ages.

8.4 Research tool: Due to the nature of the data to be collected on the sample of the study, we decided to use the questionnaire because it is suitable for descriptive research. We also supported some personal interviews with some high tires at the level of the Directorate General of Civil Protection. Where we adopted the questionnaire to address the two axes of human resources management, the element of regulation. Consisting of 60 words divided into six for each axis by placing closed alternatives on the Likert scale by expressing the opinions of the respondents in determining the extent of approval of the terms.

#### 8.5 Research Limits:

8.5.1 Human Limitations: The study included a sample of sports sector employees and athletes in 14 states.

8.5.2 Spatial Limits: This study was applied in the state of Blida, Setif State and Jalfa State during the regional competitions of air conditioning.

8.5.3 Time Limits: The research period was two phases

1 / Regional qualifying for the national championship for sport adapted to the center of the Blida from 10 April to 15 of the same month of 2016.

2 / and the finals of the three parties in the center of the east-west of Setif in July 2016

#### 9 - The schematic characteristics of the tool:

The reliability and reliability of the questionnaire was calculated by internal consistency using alpha chromabach and based on the estimation of the correlation rate between the expressions for each axis or the questionnaire as a whole. Where the correlation coefficients Alpha Crombach 0.83 and 0.92 accuracy at 0.05 =

##### 1. Statistical methods of research:

To rely on the SPSS system and in its version 22 to apply the following statistical methods:

- Extract credibility and stability of the questionnaire.
- the means
- standard deviation.
- Using a single-variance analysis to indicate differences between sample responses.
- Schiffe's test of post-comparisons in sample responses.

10 Presentation, analysis and discussion of the results of the first hypothesis:

The premise of the hypothesis is as follows:

The organization of human resource management works to develop and develop the sport practice in the civil protection sector.

10.1 Table 10 View the results of frequency, proportions and hypothesis averages:

S	X	Too much agreeable		Very agreeable		Moderate		A little agreeable		Very little agreeable		
		n	t	n	t	n	t	n	t	n	t	
1.29	3.58	31.7	80	25.4	64	21	53	12.7	32	9.1	23	1
1.15	3.68	29	73	31.7	80	22.5	57	11.5	29	5.2	13	2
1.19	3.62	27	68	33.3	84	21.4	54	28	11.1	7.1	18	3
1.17	3.64	22.2	56	29	73	27.8	70	14.5	36	6.7	17	4
1.12	3.65	26.6	67	32.1	81	26.2	66	10.3	26	4.8	12	5
1.21	3.60	27.8	70	30.2	76	23.8	60	7.5	27	7.5	19	6

Table 05 shows the frequency and frequency of each term of the first axis of organization in human resources management. We see that the tendencies of the respondents were in favor of "highly agreeable" as indicated in the percentages and frequency of the terms, since the frequencies exceed 64 to 84, 25.4 to 33.3, which suggests that the fourth phrase is the top in terms of frequency and proportion.

10-2 Table No. 02 shows the results of frequencies, percentages and means of the first axis:

	Repetition	Rate	X	S
Very little	10	4	8.7	1.63
Little	31	12.3	14.41	1.45
Moderate	77	30.6	19	1.46
Big	85	33.7	24.07	1.41
Very big	49	19.4	28.51	1.10
	Axis as a whole		21.58	5.32

Table 06 shows the frequencies, percentages, and means of the calculation and the standard deviation for each grade. We find that the most agreeable was ranked first in terms of frequencies by 85 and



33.7% with an average of 24.07 and a standard deviation of 1.41 followed by an average of 77 recurrences and 30.6 as the average ratio My Account 19 and Standard Deviation 1.46 It is clear that I am the majority of respondents between medium and large.

10-3 Table No. 03 Analysis of variance of the first axis:

	Total squares	Average squares	Degree of free space	Fisher Value	Significance
Between groups	6641.61	1660.40	4	858.943	0.00
Inside groups	477.47	1.933	247		
Total	7119.07		251		

The results of the analysis of variance shown in the table show that the value of Fisher 858.943 and sig 0 is a function at the level of significance 0.05 Thus, it can be said that there are significant differences between The responses from which we say that the hypothesis is realized.

- Discussion of the first hypothesis:

Through the results shown in the previous tables, respondents or respondents believe that the organization of human resources management on the promotion and development of sports practice in the civil protection sector and this is consistent with most previous studies, which proved by some field scientists that the organization can be seen as the method by which a group of Functions and coordination of their relations in the work to achieve common goals and organizational structure is the general framework that defines the distribution of roles, responsibilities and authorities among the members of the organization, and in the field of human resources management he organizational structure should be prepared in order to find some kind of coordination between the interpersonal relationships and the contribution of different activities in achieving the objectives of the institution. 21-22).

presentation and analysis and discussion of the results of the second hypothesis :

Under the terms of the hypothesis as follows: employment in human resources management to upgrade and develop the sports practice of the civil protection secto

Table No. 04presentation of results of repetitions and percentages and means of hypothesis

S	X	agree with high degree		agree with high degree		agree with middle degree		agree with low degree		agree with very low degree		items
		P	f	P	f	P	f	P	f	P	f	
1.28	3.62	29.4	74	33.3	84	16.7	42	10.7	27	9.9	25	I07
1.30	3.60	32.1	81	26.2	66	20.6	52	11.1	28	9.9	25	I08
1.16	3.53	20.6	52	38.9	98	20.6	52	12.3	31	7.5	19	I09
1.27	3.43	23.8	60	29	73	25.4	64	10.3	26	11.5	29	I10
1.26	3.50	25	63	31.7	80	21.8	55	11.1	28	10.3	26	I11
												I12
1.24	3.63	29.8	75	31	78	19.8	50	11.5	29	7.9	20	I07

Through the table No. 04which represents the results of Frequencies and percentage and means of the second hypothesis works employment in human resources management to upgrade and develop the sports practice of the Civil Protection Sector that the tendencies of respondents was in favor of the " agree with high degree " As shown in the percentage and the Frequencies of the items , where the Frequencies more than 73 into 98 and the percentage between 29 to 38.9 thus conclude the forth item is the first one in the top of percentage and the frequencies .

11-2 Table No. 05 shows the results of frequencies, percentages and means of the 3rd axis:

S	X	percent	<u>Frequency</u>	
1.68	9.13	6	15	very low
1.29	14.15	12.7	32	low
1.31	19.52	27.4	69	medium
1.34	23.98	37.3	94	high
1.12	28	16.7	42	Very high
5.30	21.30	Total of axe		

Through of table 05 show to us very Clearly the frequencies and percentage and the means and the std deviations to each degree where we see the degree of « agree with high degree » is taken the first place In terms the frequencies at 94 and the percentage 37.7% and mean as a 23.98 and std deviations as a 1.34 , followed by medium degree with 69 as a frequency and 27.4 as a percent with mean 19.52 and std deviation 1.31 all that shown he most of the answers respondents between medium and high..

Table 06 Analysis of variance of the third axis

significance	SIG	F	df	Sum of means	Sum of squares	
There is significance	0.00	952.741	4	1659.230	6636.921	Between groups
			247	1.742	430.159	within Groups
			251		7067.079	total

Through of the sixth table of the Analysis of variance for the 3rd axis , we observe this follow results : Sum of squares between groups was 6636.921 , and Sum of means between groups 1659.230 at the degree of freedom  $df=4$  , As to Sum of squares within groups was 430.159 , and Sum of means within groups 1.742 at 230 at the degree of freedom  $df=247$  , and the value fisher was 952.741 , with  $sig=0.00$  , on significance level 0.05 , and after the comparison between significance level and sig we found significance level more high than sig so ther is significance .

Discuss the first hypothesis: Through the results shown in the previous tables, respondents or respondents believe that the employment function of human resources management contributes to the promotion and development of sports practice in the civil protection sector. This is consistent with the majority of previous studies, which proved by some field scientists, In the human element recruitment can be seen as attracting human resources where the majority of organizations are always seeking internal and external polarization. This is consistent with the study of Ghanem Hajar, which concluded that the human resource is one of the most important resources

available to the organization. And the study of Karrouk, which results in the need to rely on attracting internal and external sources of human resources.

The functions of human resources management and its impact on the promotion and development of sports practice A field study in the Algerian civil protection sector And even in terms and conditions of employment of human resources.

Reconsidering the method of recruiting and attracting human resources to suit the needs of the sector according to the required disciplines and give the athlete a great importance in this process

General conclusion of the research:

After presenting, interpreting and discussing the results, we conclude the following: The first hypothesis is that the Human Resources Management Organization is working to develop and improve the practice of the civil protection sector. While the premise of Human Resource Management Planning (HRM) is to promote and develop the sport practice in the civil protection sector, it has also been achieved.

The general hypothesis of the research, which provides for the impact of human resources management on the promotion and development of sports practice in the Algerian civil protection sector, can be confirmed, and we conclude that the functions of organization and planning in the management of human resources greatly help in the development of sports movement in general and sports practice, especially in the military and paramilitary sectors. In the economic and public institutions and it is therefore necessary for the Ministry of the Interior and the Directorate General of Civil Protection to reconsider the administrative and organizational structure And give the sport its status as other interests, which are reflected in the inevitable the return of the public institution, namely the civil protection sector.

Suggestions and recommendations:

- Review the administrative organization of the Directorate General and give the sport a special place and administrative organization from the top of the pyramid to the base.

In order to study the subject of human resources management in the sports field, the following points must be considered:

- Conducting deep studies on the management of human materials in the field of sports, especially in the civil protection sector and in all

areas not only in sport, because the development of other interests to develop the field of sport.

- Addressing an extensive study on how administrative reorganization of the civil protection sector and reconsidering the centrality of the administration and its negative aspects.

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