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An analytical study of the organizational functions in the football industry according to the human resource management dimension from the player's point of view

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Abstract

The importance of the research is summarized in the importance of organizational functions only after Human resource management in the development of the team and the department as a whole, especially that of human resources It works to develop the team by exploiting all human capabilities to implement the plans and goals of the league clubs excellent The Iraqi football season 20 21-202 2 and the research problem appears in the weakness and lack of organizational functions and the determination of their specialization by the clubs and the lack of investment in the human resources available in those sports clubs mentioned One of the objectives of the research is to build and standardize a scale The organizational functions of Premier League football clubs from a point of view Players, as well as setting standard levels to measure the organizational functions of Premier League soccer clubs from the player's point of view, as well as identifying the organizational functions According to human resources management for Premier League football clubs. The researchers used the descriptive approach using the survey method to suit the nature of the research, and the research community consists of Premier League football club players for the football season (2021-2022), and the sample was chosen by the intentional method and consisted of Premier League club players whose number is (663) players, as it reached The total number of those who underwent the experiment was (476) players, with a rate of (71.79%), and (182) players and (25) were expelled. A player for the reconnaissance experiment. As a result of this, the sample was divided into two parts, the first for the procedures for designing and building the scale, and the second for the purpose of applying the scale, as follows: First: The sample for building the scale: It included a number of players of the Iraqi Premier League football clubs (open), whose number was (244) players, as their percentage reached (51.26%) of the research community. Second: The scale application sample: It included (212) players, with a percentage of (44.53%) players from the research community. the researchers concluded The organizational functions and after the management of human resources have a major role In the development of sports clubs in the continuation of the competition and the achievement of the required goals, and the most important recommendations of the researcher is that it is the necessity of the presence of organizational functions according to the dimension of human resources management for sports clubs.

Keywords: Organizational functions, human resource management

Introduction

The football game is a living and realistic example of what is happening in terms of development, as it is no longer only a recreational activity or game, but has become more than that into competitive activities and has great potential of capital and human and economic resources that compete with other sectors. And in order to contribute clearly to the progress of the economy of many countries, as the administrative body, the coach and the technical staff have a prominent and important role in the football industry by equipping and preparing the player in all physical and technical aspects, and in order for the team to be competitive at all levels and tournaments, its numbers must be Professionally, in a planned and organized manner, and this is done through the friendly relationship between the players or between the coach and the players Where the coach -player relationship is one of the biggest foundations of success for the entire crew. The smart coach, in turn, maintains his relationship with the player, a pure relationship free of problems. He tries as much as possible to instill in the spirit of the player his self-confidence through his confidence in him

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Where he contains him as his friend, so the coach may ensure that this player will do his best to achieve the required goals. Where the importance of the research is highlighted in the contribution of the organizational functions of human resources management in the football industry by supporting and attributing the team and the administration as a whole with human resources that work to develop the team through the exploitation of other human resources. All of this requires management and follow-up at a high level, as the strategy of human resources management and the achievement of the goals of sports clubs emerge and that is by working in a way that is compatible with the business requirements of sports clubs and the specific objectives. Where the sports industry in general and the football game in particular is the industry of the future, it is no longer only a competitive game, but it has become a contribution to the progress and development of the economy of the countries that play it. In order for there to be a football industry, there are several things that are required to be available from the administrative and organizational functions in order for the club to manufacture and develop the game. Here lies the problem of the research in the weakness in the management of human resources, investing energies and capabilities, and setting goals and plans for sports clubs Where the coach must be fully aware of the material capabilities available in his hands and the nature of human resources and how to make the best use of them and employ them correctly to achieve sports goals and the possibility of competition and upgrading the technical level throughout the football season and the team's continuation in the football industry and presenting talents at an early age and thus achieving the goals which are athletic achievement.

Research goals

1. Building and codifying human resources management scale for Premier League football clubs from a point of view players.
2. Establish standard levels for human resources management scale for Premier League football clubs from the player's point of view.
3. Identify the organizational functions According to human resources management for Premier League football clubs.

Methods and structure of the study

Research methodology: The researchers used the descriptive approach using the survey method and correlational relations, due to its suitability to the research objectives and the nature of the problem.

Participants

The sample is part of the community that is selected according to special rules in order to represent the community properly (Abdul Majeed Abdul Hamzah Al-Nasser: 1989: 63). And that the objectives that the researcher sets for his research and the procedures that he uses will determine the nature of the sample that he will choose (Raisan Khraibet: 1987: 62) ^[11]. Therefore, the research sample was selected by the (intentional) method from the players of the sports clubs participating in the Premier League in football in Iraq for the football season (2021-2022), whose number is (663) players, as the total number of those who underwent the experiment was (476)

players, with a rate of (71.79%). (182) players and (25) As a result of this, the sample was divided into two parts, the first for the procedures of designing and building the scale, and the second for the purpose of applying the scale, as follows:
First: The scale-building sample: It included a number of players of the Iraqi Premier League football clubs, whose number is (244) players, as their percentage reached (51.26%) of the research community.

Second: The scale application sample: It included (212) players, with a percentage of (44.53%) players from the research community.

Procedure

"The researcher needs different data to complete his research, and he must choose the appropriate tools for data collection, whether secondary or primary, bearing in mind that there are many data collection tools that the researcher can choose what suits his research" (Fayez Jumaa Al-Najjar *et al.*: 2010: 48) ^[4].

The researchers used the following methods and tools: Arabic and foreign sources and references The international information network (the Internet) and observation Through the researchers' observation and their follow-up to the clubs, they determined the problem of the current study And the interview: "It is a conversation conducted by a person in a dialogue manner about an event or an issue, with the aim of reaching a certain conviction" (Bilal Khalaf al-Sakarna: 2012: 78) ^[3]. And the questionnaire: The two researchers prepared a questionnaire form that was related to the subject of their research and a laptop (HP) and a manual calculator (Sany.)

Measures

It is "a set of basic steps that can be followed when building a test or scale and how to link the units of the scale to measure the total aspects of the skill, trait, trait, or ability" (Muhammad Hassan Allawi and Muhammad Nasruddin Radwan: 2002: 116) ^[10], and to achieve the objectives of the study, the two researchers with the following procedures and steps:

Determine the desired phenomenon study it

The phenomenon to be measured should be identified and its concept and boundaries should be completely clear. The phenomenon that the researcher aims to measure is the organizational functions according to the dimension of human resources management in the football industry.

The purpose of building the scale

Before building the research tool (Scale), the purpose of building this tool must be clearly defined and what is the need for this tool, and that one of the objectives of the study is to build a human resource management scale For sports clubs participating in the Football Premier League for the purpose of improving the performance of coaches, Hence, the numbers of a scale characterized by comprehensiveness and accuracy.

Preparation of the initial formula for the scale

The researchers relied to build the initial formula for the scale on personal interviews with experts and specialists in this field to get to know their opinions and obtain as much information as possible that helps the researcher in formulating the paragraphs of the scale as well as looking at

some scales that are closely related to the subject of research in the field of sports management and identifying the nature of attitudes Which it includes and the way in which the paragraphs are formulated, and after that the researchers formulated the paragraphs of the scale, and the researchers tried to take into account the ease and clarity of their content and the lack of differences among individuals in their interpretation and shortness, and so the number of paragraphs in its initial form for the scale of organizational functions (12) proposed paragraphs.

Determine the style and principles of drafting paragraphs: In formulating the paragraphs, the two researchers relied on the Likert method, as it is considered one of the common methods of measurement, because this method is characterized by the following (Khairuddin Ali Owais and Issam Al-Hilali: 1997: 92) ^[9]

- Ease of use.
- High degree of stability of the scale f Believe it.
- Reduce the degree of guesswork and the chance factor.

Shaker Mubadder indicates that the Likert method is one of the best methods for predicting behavior and phenomena (Shaker Mubadder Jassim: 1990: 540) ^[13]

Presentation of the items of the scale to the arbitrators: After preparing the scale in its initial form, the researchers did the following:

First

Presentation of the human resources management scale, which consists of (12) proposed paragraphs, to a group of experts and arbitrators, numbering (20) arbitrators with expertise and specialization in the field of mathematical and administrative sciences, in order to identify the validity of the paragraphs and their suitability to measure what was set for him. In addition to evaluating, amending, and judging paragraphs in terms of wording and accuracy in content, each arbitrator was asked to express his observations about the validity of the wording, content, and soundness of paragraphs. And the main areas and the connection of each position with the field that follows it, as well as the realism of the situation and its representation of the quality that it measures, as well as expressing their opinion about the direction of the paragraph in terms of being positive, with mentioning their observations and suggestions about the scale in general, and about using the five-point scale as a scale to estimate the degrees of the sample, as it is an answering process The arbitrators put a tick (✓) on left Phrase to specify under it Power Paragraph from lack thereof.

Second

After the arbitrators expressed their opinions and observations about the items, the two researchers analyzed the results of the questionnaire using the percentage as a criterion for accepting or excluding the items of the scale, as the agreed items were accepted (75%) or more of the arbitrators as valid and suitable for the scale, and this is what (Bloom) indicates. To "The researcher must obtain approval of (75%) or more of the opinions of the arbitrators." The researcher obtained the percentage of agreement in terms of (chi-square), as it showed that the percentage (75%) or more is acceptable when the paragraph gets it, noting that the value of (chi-squared) calculated at the level of significance (0.05) and the degree of freedom

(1) is equal to (4.26), which is greater than its tabular value of (3.84), which indicates the significance of this ratio, which represents (15) experts out of (20) experts.

Correcting the items of the scale: correcting the items of the scale means obtaining the total score for the individual, which is calculated by adding the grades he gets on the scale of appreciation (from 5 to 1), and since the paragraphs have been formulated in a positive direction, weight has been given to the paragraphs as in Table (1)

Table 1: shows the method of correcting the scale items

Paragraph direction	Always agree	Mostly agree	I agree sometimes	Rarely agree	I never agree
Positive	5	4	3	2	1

Indicators of validity and reliability of the scale

Validity of the scale

The concept of validity is one of the most important basic concepts in the field of tests and measurement. The validity of the test is defined as the extent to which the measurement tool is useful for a specific goal (Maan Ziyad: 1986: 187) ^[9] There are several types of validity, and the researchers sought to verify the validity of the scale through:

The veracity of the arbitrators

This honesty is calculated after presenting it to a number of specialists and experts in the field on which the test is conducted, and if the experts acknowledge that this test measures the behavior that was set to measure it, and thus the researcher can rely on the judgment of the experts. Khair Al-Din Ali Owais and Issam Al-Hilali: 1997: 97) ^[8]. This kind of validity was achieved when the researchers presented the scale to a group of experts for approval Its validity and assessment of the extent to which each paragraph measures the components of each domain, and thus the paragraphs that obtained expert approval were accepted and the invalid paragraphs were deleted.

Scale stability

And consistency with which it measures the phenomenon with a high degree of accuracy, proficiency, consistency, and objectivity in what was set to measure it. 1993: 26.

The final application of the scale

After completing all the requirements and procedures for designing the scale, the scale became ready for application and consisted of (12) items. The researchers applied the scale in its final form on the application sample of (180) players. A class player of his own.

Presentation of the results of the measure of organizational functions in the football industry according to the dimension of human resources management:

The level of the administrative functions scale has obtained an arithmetic mean of (120.903). And a standard deviation (7.421) occurred in the (average) level, and this indicates that there is a discrepancy in the answers of the application sample, as shown in Table (2), where they were distributed into several levels (very high - high - medium - low - very low) and this is due to Reasons, including administrative ones related to the management of the club and others related to the coach and players, will be discussed when analyzing the results of the fields.

Table 2: The raw scores, levels, number and percentage of the application sample of the measure of organizational functions in the football industry according to the dimension of human resources management.

Levels	Raw degree	The number	Percentage
too loud	53-60	18	3.94%
high	47-52	79	17.32%
middle	41-46	206	45.17%
low	33-40	84	18.42%
very low	32 - or less	69	15.13%

Presentation of results in the field of human resources

Table 3: The arithmetic mean, standard deviation, and level of the application sample in the field of human resources.

The field	Arithmetic mean	Standard deviation	The level
HR	40,590	3,500	middle

3) shows that the application sample has fallen at the (average) level in the field of human resources for the scale of organizational functions, where the researcher sees the reason for this either in the low number of employees in Iraqi clubs in the Premier League or in the efficiency of the work of those employees, where what is meant by human resources is not the number of employees in clubs It consists of players, coaches, various committees, and club management only, but it goes beyond that to the ability of those individuals to work and perform the tasks assigned to them with high efficiency. That is, the human resources in sports clubs are represented in the ability of members These clubs honorably represent the masses by dealing with them kindly and reflecting a good image by meeting their needs and facilitating their requests as much as possible.. (Claire, 2000) This does not come except through the full support of the senior management of the employees in order to hone their talents, develop their abilities and abilities, and raise their morale. Through continuous communication with them and providing them with moral and material support. (Bilal, 2012) ^[3]

And through the search results, it appears that the clubs do not It clearly seeks to develop a continuous culture to deepen the effectiveness of joint cooperation and build team spirit among employees and ensure the availability of all human, financial, material and technical resources to support development, knowledge and understanding of the most important competencies and capabilities available to them and how to use them to achieve the set goals, which is sports achievement through knowledge or appreciation costs resources Humanity And prepare budgets own And thus provide the required support to all players, coaches, various committees, employees and members in all sports institutions. Where the most important element in human resources is the sports player, whether it is the local player who is manufactured and whose talent is nurtured after being discovered from the different team lines, or the professional player who is borrowed according to the team's needs, and this also includes the coach, his assistant staff, the medical staff and various other committees.

of clubs and senior management must Developing the required plans and defining the work platform with broad and clear lines and follow-up It is implemented and results are achieved through management consultation and continuous communication with workers and employees,

including players and coaches And the heads of committees and departments, where rewarding competent people when achieving achievements and even status System Associated differential wages perform the individual from hand Quality And the quantity to encourage them and urge them to compete in providing the best through building relationship with subordinates And therefore be more effectiveness And creative And renewed in Work and take care of it the side human in a form big And treat it on that it Supplier costly no compensate and thus earn wonder and confidence and respect subordinates with planting spirit pride and sublimation Including On the other hand, calling the responsible administrator upon obtaining poor results or failure to work.

Where through this clubs will be able to own Commission administrative Database and information realistic on Capabilities all Cadres And the workers in the club, including players, coaches, and various committees, but rather go beyond that to know and inform them of their capabilities clubs other Competition in order to transfer successful experiences and sponsorship Talents and ideas and creations the introduction from before subordinates and availability opportunities Before staff and staff to satisfy needs that Motives move where they work Commission administrative on registration Notes and follow them And benefit Of which in Continuous evaluation of all human resources personnel.

This was confirmed by Abdel Halim Jabr and Hisham Abbas, " that the player through whom the club can achieve material gains when loaned or marketed is an influential criterion for evaluating the player's price, through the revenues generated as a result, and from the researcher's point of view, sports professionalism has become an important resource Materialism if exploited in the right way", (Abdul Halim Jabr and Hisham Abbas: 2017: p. 18).

Conclusions

From the conclusions reached by the researchers:

1. It was reached to build a measure of organizational functions in the Premier League football clubs.
2. The organizational functions play a big role In the process of upgrading the technical level of the team and addressing weaknesses.
3. Iraqi clubs should benefit from the experiences of international clubs in the multiplicity of organizational functions and human resource management.
4. Clubs should pay attention and develop the field of human resources management to reach the level the club is required to invest its resources.
5. The lack of organizational functions and the development of human resources leads to the weakness of the club and generally affects competition in tournaments.
6. There is a limited perception of the club president and administration about the organizational functions and methods of implementation in clubs.
7. There is an actual need to increase organizational functions and human resource management In order to develop clubs and enter the business market.

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