



جامعة الموصل
كلية التربية الأساسية

**تقييم مستوى النفاق الإداري لعدد
من المنظمات الرياضية
العراقية**

رسالة تقدم بها

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رسالة ماجستير

التربية البدنية وعلوم الرياضة

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ملخص الرسالة

تقييم مستوى النفاق الإداري لعدد من المنظمات الرياضية العراقية

المشرف

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٢٠١٨ م

الباحث

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شهد مجال الإدارة ولاسيما الادارة الرياضية تطورات كبيرة في القرن الحادي والعشرين (عصر التكنولوجيا المعلوماتية) وعلى الأصعدة والمجالات كافة مما أدى إلى تغيير جذري طرأ على العمل الإداري بفعل التطور العلمي والتقني والاتصال الالكتروني وإيصال المعلومات، ولعل من ابرز تلك التحولات التطور الحاصل داخل المنظومة الإدارية، إذ أصبحت ظاهرة مجتمعية في التعامل المتبادل بين العاملين من جهة والإدارة الحكيمة من جهة أخرى لتحقيق الأهداف المرجوة لمواكبة حاجات المجتمع.

ولعل من شواهد هذا التطور بروز عوامل عديدة ذات طبيعة هيكلية تحيط بالمنظمات بأنواعها كلها ومنها المنظمات الرياضية ، إذ أسهمت بشكل كبير في طغيان الحداثة على مجتمع هذه المنظمات في الثقافات المتنوعة بين العاملين فيها، والمتراذفات والقيم المستحدثة ذات التأثيرات الايجابية والسلبية ، ومن هذه العوامل الأمراض الوظيفية الإدارية (النفاق الإداري) الذي انتشر في جسد هذه المنظمات ، إذ أخذت منحى التيار العكسي في الإصلاح الإداري فيها.

ويعد النفاق الإداري في المجال الرياضي من الظواهر الخطيرة التي تصيب المنظمات الرياضية واجهزتها ، مما تشكل عائقا لتحقيق الأهداف المخطط لها والتي تسعى إلى تحقيقها.

وتكمن أهمية البحث في بيان الأثر الكبير للنفاق الإداري في تحقيق الإرباك وحالة اللااستقرار داخل المنظمات الرياضية من جهة وبين العاملين فيها من جهة أخرى، وعلى علم الباحث من خلو المكتبات الرياضية من المصادر والدراسات التي تتناول النفاق الاداري في المجال الرياضي وتقييم مستواه الذي تطلب بناء مقياس علمي مقنن ثم تقييم مستويات النفاق لعدد من المنظمات الرياضية العراقية.

Abstract

Assessing The Level of Administrative Hypocrisy of Some Sport Organizations in A number of Iraqi Governorates.

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the field of administration in general and sport administration in particular witnessed, on all levels, great developments during the 21st century (which is the era of technology and Information Technology), the matter which lead to a great deal of change in the administrative work and that is because of scientific, technological, electronic communication and information technology. And one of the most apparent changes is the development in the administrative organization which became a social phenomenon through the mutual dealing among employees on the one hand and the wise administration on the other, and this is for the sake of achieving the desired objectives that meet the needs of the society.

A prominent side of this development is the occurrence of several factors that surround all types of organizations including the athletic ones, when modernity dominated the society of these organizations through the multi cultures of the workers and the recent that have positive and negative effects. Among those factors are the employing administrative sicknesses is (The Administrative Hypocrisy) which has spread in the body of these organizations the matter which made them take a contrary path towards the administrative amendment.

Administrative hypocrisy in the athletic field is one of the dangerous phenomena that affects the athletic organizations and their bodies and represents a hinder to achieve the planned objectives.

The importance of the study lies in that the administrative hypocrisy has a great effect on the state of distract and instability inside the athletic organization on the one hand and the state of the people who work in it on the other. According to the knowledge of the researcher; the athletic libraries are empty from references and studies that deal with administrative hypocrisy in the athletic field and assessing its level, the matter which demanded making a codified scientific criterion then assessing the levels of hypocrisy of some athletic organizations in a number of Iraqi governorates.

The current study aims at

- Making a criterion for the administrative hypocrisy for some Iraqi athletic organizations
- Identifying the standard levels of the administrative hypocrisy of some athletic organization in a number of Iraqi governorates
- Identifying the levels of administrative hypocrisy of some athletic organizations (such as sport clubs and sport and youth forums) in the Iraqi governorates of Nineveh, Salaheldin and Kirkuk
- Identifying the level of administrative hypocrisy of the sport clubs in the governorates of Nineveh, Salaheldin and Kirkuk
- Identifying the level of administrative hypocrisy of youth and sport forums in the governorates of Nineveh, Salaheldin and Kirkuk
- Identifying the difference between the level of administrative hypocrisy of sport clubs in the governorates of Identifying the level of administrative hypocrisy of the sport clubs in the governorates of Nineveh, Salaheldin and Kirkuk and the levels of administrative hypocrisy of youth and sport forums of those governorates.

The scope of the study included the following:

- Human scope: administrative boards, coaches and players of some youth and sport clubs and forums in the governorates of Identifying the level of administrative hypocrisy of the sport clubs in the governorates of Nineveh, Salaheldin and Kirkuk
- The temporal scope: the period of time from 06/08/2017 to 20/03/2018
- The spatial scope: the centers of youth and sport clubs and forums of the governorates of Identifying the level of administrative hypocrisy of the sport clubs in the governorates of Nineveh, Salaheldin and Kirkuk

The study, in its second chapter, dealt with the concept of hypocrisy terminologically and linguistically. The researcher explained the types of hypocrisy and the characteristics of hypocrites and its unfavorable in addition to its four basic axes: hypocrisy, flattering, self-interests and personal characteristics. Then the administrative hypocrisy and its types in the athletic were mentioned, and reviewing and discussing the former studies and the level of making use of them in the current study.

- The researcher used the descriptive approach because it is appropriate to the nature of the study. The community of the study consisted of 250 members from administrative faculties of youth and sport clubs and forums of the governorates of Identifying the level of administrative hypocrisy of the sport clubs in the governorates of Nineveh, Salaheldin and Kirkuk. The researcher made a criterion for administrative hypocrisy in the athletic field by following the scientific bases in identifying the dimensions of the criterion and formulating its items, the plausibility of its contents and using the psychometric characteristics of the criterion by extracting the discriminatory truth of the items and the style of consistency factor with the completion of the steps of the pilot experience and the stability of the criterion. Then the criterion was made in its final shape which consisted of 32 negative items distributed to four axes with

its five alternative responses. The criterion was applied on the application sample by using the statistical means.

The researcher reached at the following findings:

- Identifying some standards of administrative hypocrisy level in some athletic organizations in some Iraqi governorates
- It was known that the level of administrative hypocrisy in some youth and sport clubs and forums in Nineveh governorate was negative with a higher degree than it is in the other youth and sport clubs and forums of Salaheldin and Kirkuk governorates
- The level of administrative hypocrisy of the sport clubs in the governorates of Identifying the level of administrative hypocrisy of the sport clubs in the governorates of Nineveh, Salaheldin and Kirkuk appeared negatively among the workers in the athletic field of these governorates
- The level of administrative hypocrisy of youth and sport clubs and forums in the governorates of Identifying the level of administrative hypocrisy of the sport clubs in the governorates of Nineveh, Salaheldin and Kirkuk was negative among the workers of the athletic field
- There are some negative approximate differences in the level of administrative hypocrisy for the benefit of youth and sport clubs and forums in the governorates of Identifying the level of administrative hypocrisy of the sport clubs in the governorates of Nineveh, Salaheldin and Kirkuk

The researcher recommends some recommendations amongst the are the following:

- Paying attention to the administrative leaderships in the athletic organizations to ensure a successful leadership and achieve equality opportunities and justice among the workers

- Editing administrations for the athletic organizations characterized with efficiency and god leadership in administrating these organizations in a way that ensures the development of the athletic organizatiob
- Enhancing the attention paid to making good relationships among the workers of the athletic organizations for the sake of creating work atmosphere that contributes in the cohesion of the athletic organization
- Concentrating on the culture of supporting the moral values among the workers of the athletic organizations
- Activating the auditory role on the work and the activity of the athletic organizations
- The necessity of giving the workers in developing courses inside and outside the country.

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Iraqi Sport Organizations**

A Thesis Presented

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