



وزارة التعليم العالي
والبحث العلمي
جامعة الموصل
كلية التربية الرياضية

العوامل التنظيمية للانتماء المهني و النضج الوظيفي والكفايات القيادية لمدربي كرة القدم في اقليم كردستان العراق

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ملخص الأطروحة

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الباحث

المشرفان

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يشكل المدرب في الاندية جزءاً حيوياً مهماً و يقع على عاتقه انتقاء اللاعبين وبناء الفريق الرياضي بدنياً ومهارياً واخلاقياً ونفسياً وهذا الهدف الرئيسي التي تسعى الى تحقيقه كل الاندية لذلك فإدارات الاندية تحاول دائما البحث عن المدرب الكفوء وتتمسك به لما له من دور في تحقيق النتائج والانجازات العالية، وهذا يتطلب من ادارة النادي زيادة انتماء المدرب للنادي وذلك بإشباع رغباته المختلفة لضمان استمرارية نشاطه الفاعل ومداومة البقاء في النادي.

وتعد الأندية الرياضية العمود الفقري الذي يقوم عليه التكوين الرياضي في أية دولة، فهو بمثابة مدرسة لها برامجها ونظمها تشترك فعليا مع أجهزة الدولة وتربوياً في تعليم النشء ورعاية الشباب عن طريق اكتشاف القدرات الخاصة والمهارات لتنميتها وتشجيعها.

وتظهر أهمية البحث الحالي من خلال أهمية متغيرات البحث فالنضج الوظيفي يعكس درجة التطابق بين سلوك المدرب الوظيفي الحالي وسلوكه الوظيفي المتوقع، ويعد النضج الوظيفي أساساً هاماً في اتخاذ القرار المهني من جانب آخر فان الانتماء المهني له دور مؤثر في تقدم الفرق الرياضية لأنه يخلق حالة من التفاعل بين المدرب من جهة واللاعبين والنادي من جهة اخرى ويساعد على الاستقرار الوظيفي، ومن المتوقع ان يكون للمتغيرين دوراً مؤثراً في الكفايات القيادية لأنها متعلقة بمدى امتلاك المدرب للمعارف والمهارات والقدرات والاتجاهات التي يستطيع توظيفها بالعملية التدريبية فمن الممكن ان تتأثر في الانتماء المهني للمدرب ونضجه الوظيفي عليه يمكن ان تتبلور أهمية البحث في تقديم إطار نظري لمتغيرات الدراسة، ولاسيما وأنها تضم ثلاثة من المتغيرات، الأول المتعلق بالانتماء المهني التي يعد من المواضيع المعاصرة، والتي من المؤمل ان تنتج عنها نتائج تساعد إداري الاندية على الاستفادة منها في تحقيق التنمية البشرية

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لمدربيها ومن ثم اللاعبين وتسلط الضوء على جانب مهم ومؤثر في الاندية الرياضية وفي تحقيق انجازاتها وهو المدرب الرياضي وبيان طبيعة عمله والمتغيرات المؤثرة في كفاياته القيادية.

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The role of organizational factors for job commitment and career maturity in the leadership efficiency of football coaches in the Kurdistan region of Iraq

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**A Dissertation
Sport Education**

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ABSTRACT

The role of organizational factors for job commitment and career maturity in the leadership efficiency of football coaches in the Kurdistan region of Iraq

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Coach in the clubs is a vital part of whatever and falls upon himself the selection of players and build a sports team physically and skillfulness, morally and psychologically, this main objective, which seeks to achieve all the clubs so managements of clubs always trying to find an efficient coach and stick to it because of its role in achieving results and high achievements, this requires from management of the club to increase affiliation coach to the club and it saturates the various desires to ensure the continuity of his actor and maintenance to stay at the club.

The sports clubs backbone upon which the athlete configuration in any country, as it is a school of its programs and systems actively involved with state agencies and educationally in the education of juveniles and youth care through the discovery of special abilities and skills to develop and encourage.

the importance of the current research of the importance of research career maturity reflects the degree of congruence between the current job coach's behavior and demeanor Career expected, and is a career maturity is mainly important in decision-making career on the other hand, the job commitment influential role offers sports teams because it creates a state of interaction between the coach on the one hand and the players and the club and helps to job stability, is expected to be the two variables influential role in the leadership efficiency because it is related to the extent of having a coach of the

knowledge, skills, abilities and attitudes that can employ the process of training, it is possible to be affected in the job commitment of the coach and career maturity it can crystallize the importance. Find provide a conceptual framework for the variables of the study, in particular, and it includes three of the variables, the first on the job commitment, which is one of the contemporary topics, which it is hoped to produce results that help administrators clubs to take advantage of them in achieving human development for coaches and then the players and to shed light on an important aspect and influential in sports clubs and in achieving its achievements, a trainer and the statement of the nature of his work and the variables affecting the leadership efficiency

Research objectives

1. Build a measure of job commitment to football coaches participating in the Kurdistan region league of Iraq.
2. Building career maturity scale for football coaches participating in the Kurdistan region league of Iraq.
3. Identify the level of job commitment variables of the football coaches participating in the Kurdistan region league of Iraq.
4. Identify the level of career maturity of the football coaches participating in the Kurdistan region league of Iraq
5. Identify the level of leadership efficiency possessed by football coaches participating in the Kurdistan region league of Iraq.

descriptive approach was used survey manner for suitability and the nature of the search, and consisted sample of two parts, the first section included building a sample of which there were 102 coaches participating in the Kurdistan region League of Iraq for two measures job commitment and career maturity, while the second section included a sample application that numbered (29) coach, and (110) for the player to apply the measure leadership efficiency.

Data processing has statistically using

Test was used (T test) for two independent samples and test (Ca 2) for good conformity, and Pearson correlation coefficient in discrimination and internal consistency were used. Gutman and alpha coefficient (α) to calculate the readability and the law of the percentage.

The most important Conclusions are

1. departments clubs participating in the Kurdistan region of Iraq Football League provides vocational factors of belonging to a high level coaches, have converged levels phrases job commitment of the trainers factors between high and very high.

2. owns football coaches involved in the Kurdistan region of Iraq League mature and functionally very high level, and the convergence of words between high and very high level.

3. owns football coaches participating in the League Kurdistan region of Iraq a high level of skills of leadership in general level, and came competencies (professional and personal, motivation, motivation, communication and interaction) is very high level, and got the skills (training and professional, administrative) at a high level, and I got competencies mathematical knowledge at the level of the average,

While I got some paragraphs at a low level, namely, (shoot some paragraphs during training by video device to see common mistakes during training) of efficiencies mathematical knowledge.

In the light of the results, the researcher has presented a number of recommendations and suggestions as follows :

1. strengthen the administrative style followed by the clubs participating in the Kurdistan region of Iraq League, which works to increase the job commitment for coaches in sports clubs therefore urges coaches to do their best to achieve the desired achievements.

2. The sports clubs must provide modern services to help the players in training hauled coaches training courses and access to European football schools to increase the sport knowledge they have.

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3. Need for giving appreciation factors and respect for coaches by administrates clubs because of its positive impact on the show leadership efficiency.
4. the administrates clubs must care into attitude coach toward work in the issue of hiring coaches and trainers who choose to find they have a high attitude towards training profession because of its impact with the coach has the leadership efficiency.
5. Making further studies on job commitment to other sport activities.
6. Making a study on the relationship between career maturity and some personal variables such as age of coaches and academic achievement.