

Organizational Loyalty among Members of the Administrative Bodies of Sports Clubs for the Southern Region in Iraq

Zahraa Riad Fayez

College of Physical Education and Sports Science/Al-Muthanna University, Iraq.

Assistant Prof. Dr Imad Azez

College of Physical Education and Sports Science/Al-Muthanna University, Iraq.

Abstract

The research problem lies in answering the following questions: - Is there organizational loyalty among the members of the administrative bodies of sports clubs for the southern region of Iraq? Also, does organizational loyalty have an effect on members of the administrative bodies of sports clubs for the southern region in Iraq?

The research aims to prepare a measure of the organizational loyalty of the members of the administrative bodies of the sports clubs of the central and southern regions, as well as to identify the impact of the organizational loyalty of the members of the administrative bodies of the sports clubs of the southern region in Iraq. Members of the administrative bodies of sports clubs for the southern region in Iraq, who number (672). Therefore, the researchers used the following tools and means: - (sources, references, interviews, personal, questionnaire form and the assistant work team), then the researchers presented the scale to the experts and specialists in the sports field as an appendix to indicate the validity of the fields and after the fields obtained a high Value value The domains of organizational loyalty (normative organizational loyalty, emotional organizational loyalty, and continuous loyalty) were adopted, and then scientific transactions were conducted on the scale of validity, reliability and objectivity. After completing all the requirements for designing the scale and their procedures, they are ready for application, as the organizational loyalty scale consists of (27) items distributed over three axes. The third axis (continuous loyalty) consists of (9) items. The highest degree for answering the statement was represented by five degrees, and the lowest degree for the answer was one degree, so that we have the highest degree that can be obtained on the scale is (135) degrees, while the lowest degree that can be obtained on the scale is (27) degrees.

The researchers concluded the following: - Preparing the organizational loyalty scale and applying it to members of the administrative bodies of sports clubs in the southern region of Iraq. And the effectiveness of the measure of organizational loyalty by applying the measure to the members of the administrative bodies of sports clubs in the southern region of Iraq. The results also showed the existence of a significant correlation between the areas of organizational loyalty (emotional, normative, and continuous) for members of the administrative bodies of sports clubs in the southern region of Iraq.

The researchers recommended: Adopting the organizational loyalty scale in forums and other sports institutions because of its successful role in revealing the loyalty of all their employees. Maintaining the level of organizational loyalty for members of sports clubs and enhancing their

experience over other sports institutions and forums, as well as the possibility of developing the loyalty of all employees in various sports institutions.

1- Research Definition

1-1. Research Introduction and its Importance

The individual in the organization, whenever his goals match the goals of the organization, he has a strong desire and match to maintain his work, and exert the highest levels of effort in his performance and perform the tasks required of him in his work. Feelings of loyalty are also the means that can be instilled in the hearts of employees to win their affection and direct their efforts towards serving the goals of the organization, ensuring its reputation and interest, and striving to maintain its relationship with it, and the best is the best. The more the employee is connected to his organization, the more eager he is to be satisfied with his work in it, and the stronger the desire to make more effort to develop it and raise his productivity, as he sees that a high level of organizational loyalty is one of the factors that help the organization achieve its goals, as well as a requirement for many modern organizations. Because organizations whose employees are characterized by a high degree of organizational loyalty are highly effective organizations, and then great productivity and high performance are achieved by their employees. The organizational loyalty of individuals is affected by several factors, including organizational factors. Leadership works to provide the right vision for the present and the future. , as it does not issue orders and instructions only, but also has the effect of honesty and integrity, which results in trust and loyalty from the followers. He does it to achieve these goals and to abide by the functional values for the sake of the organization and not for his own interests. The importance of the research lies in covering important aspects in revealing the importance of organizational loyalty among members of the administrative bodies of sports clubs for the southern region of Iraq and in order to achieve progress and advancement forward in the administrative process and provide the best.

Sports clubs are seeking at the present time to adapt to the complex, intertwined and rapid local and global changes in order to achieve a sustainable competitive advantage, and they must advance all means to keep pace with these changes and coexist with them side by side. In achieving the goals of sports clubs efficiently and effectively without prior planning for them so that they also exchange their confidence by doing their best to achieve its goals.

1-2. Research Problem

The organizational loyalty of the members of the administrative bodies of the Iraqi sports clubs is of great and obvious importance in their work within their clubs, and it is a vital and important process. From all of the above, our research asks the following:

1. Is there organizational loyalty among the members of the administrative bodies of sports clubs for the southern region in Iraq?
2. Does organizational loyalty have an impact on members of the administrative bodies of sports clubs for the southern region in Iraq?

1-3. Research Objectives

- 1- Preparing a measure of the organizational loyalty of the members of the administrative bodies of the sports clubs of the central and southern regions.

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2- Identifying the impact of organizational loyalty for members of the administrative bodies of sports clubs for the southern region in Iraq.

1-4. Research Scopes

1-4-1 The human field: Members of the administrative bodies of sports clubs for the southern region in Iraq.

1-4-2 Time range :- Duration 4/1/2021 to 5/5/2021

1-4-3 The spatial domain: the headquarters of sports clubs in the southern region of Iraq.

2- Research Methodology And Field Procedures

2-1. Methodology

The researchers adopted the descriptive approach in the survey method and correlational relations, for its suitability to the nature of the research problem, which is defined as the accurate perception of the mutual relations between society and trends, tendencies, desires and development so that it gives the research a picture of the life reality, and sets indicators and builds future predictions.

2-2- Research Sample and Population of the Study

2-2-1. The research population

It included members of the administrative bodies of sports clubs for the southern region in Iraq, who numbered (672).

2-2-2. Research Sample

They are members of the administrative bodies of sports clubs...etc. of the administrative bodies of the central and southern regions of the governorates of Muthanna, Qadisiyah, Basra, Maysan, Dhi Qar, Babil, Karbala and Najaf.

2 -3 Tools And Methods And Devices

Research tools are “the means or method by which the researchers can solve his problem, whatever those tools, data or other devices,” so the researchers used the following tools and means: -

- 1- Sources and references.
- 2- Interviews, personal.
- 3- Form, questionnaire.
- 4- Data collection form.
- 5- The International Information Network (the Internet)
- 6- Laptop, type (DELL).
- 7- Team work, assistant.

2 -5-1 organizational loyalty scale

After making the linguistic modifications, the questionnaire was presented to a group of (15) experts and specialists in the field of sports management, tests and measurement. Annex (1)[*] In order to recognize the validity of the paragraphs and content , and they belong to the themes listed in which these paragraphs as well as belonging to the measure as a whole extension (2) , and after

collecting the forms used researchers Act (Ca 2) to determine the validity of the paragraphs of the organizational loyalty scale

2 -6 Steps to prepare and procedures Field

2 -6-1ajraat preparation of the scale

The procedures for preparing a scale include the steps that were followed in its construction, in order to obtain scales that meet the conditions of psychometric characteristics, such as honesty, stability, and objectivity. As such, the research is concerned with surveying the opinions of members of the administrative bodies of sports clubs for the southern region of Iraq .

2 -6-2 The objective of the preparation of the scale

Preparing a measure of organizational loyalty for members of the administrative bodies of sports clubs for the southern region in Iraq .

2 -6-3 Identifying Areas of Scale

For the purpose of identifying areas of the scale the researchers access to literature and sources, scientific references and previous studies and sources, online pertaining to management science, public sports administration and some of the 's standards , and the use of the views of some experts in this field through personal interviews supplement (3) to discuss areas It has been prepared .

2 - 8 Pilot Experiment

It is a mini-experiment applied, on a small sample of the same, the research community, conducted under conditions similar to the conditions of the main experiment, on 1/15/2021, the objective of which is:

- 1- Identifying errors and obstacles
- 2- Recognizing the possibility of the staff, the assistant.
- 3- To identifying the possibility of the sample members, to apply the test.
- 2 - 13 Preparation of the scale in its final form:

After defining the scale items , the researchers performed the following actions:

- 1- Clarifying the purpose of the scale
- 2- Writing instructions in short and understandable terms, explaining how to answer the items.
- 3- The information provided is for scientific research purposes only.
- 4- There is no right or wrong answer, but your answer is based on how you feel

2 - 14 Application end of the scale :

After completing all the requirements for designing the scale and their procedures, they are ready for application, as the organizational loyalty scale consists of (27) items distributed over three axes. The third axis (continuous loyalty) consists of (9) paragraphs. The highest degree for answering the statement was represented by five degrees, and the lowest degree for the answer was

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one degree, so that we have the highest degree that can be obtained on the scale is (135) degrees, while the lowest degree that can be obtained on the scale is (27) degrees.

And the researchers apply the scale the ultimate picture on the application of the sample number (672) for the period from (3/25/2021) to (01/04/2021) After analyzing the responses of the research sample data collected in a special form as it became for each person of the sample own degree.

2 - 15 statistical methods:

The researchers adopted the statistical package sass Using the following statistical methods:

- 1- Arithmetic mean
- 2- percentage
- 3- square |Kay
- 4- T-power (T-test) for independent samples
- 5- Simple Correlation Coefficient (Pearson)
- 6- Lab (Cyberman - Brown)
- 7- standard deviation
- 8- Facronbach coefficient
- 9- skew modulus
- 10- Standard Z and T grade
- 11- Half-segmentation

3- Presentation, Analysis And Discussion Of The Results:

3 -1 Description of The Statistical Distributions Of Search Variables.

Ten first researcher that in this chapter , organizational loyalty Bmajalath a (loyalty to the passionate, continuous loyalty, loyalty to the standard) by answering questions on the following two:

- Do the models fit well with the evidence seen , or are they influenced by a small number of cases?
- Can the models be generalized to other samples?

3 -1 statistical characterization of distributions Research variables for the sample building model :

Table (12) Arithmetic means, standard deviations, standard error, and the value of the(Kolmogorf Samir No. F) test for the organizational loyalty scale preparation sample .

a test(ks)		standard error	standard deviation	the middle	Variables	
level of significance	calculated					
0,140	1,148	0.351	3.549	686. 2 2	Loyalty to the passionate	The loyalty of the organizational

0.073	1,250	0.369	3.724	931. 22	constant loyalty	
0,187	1,056	0.351	3.540	735. 22	normative loyalty	

The results of the table (12) indicate a good spread of sample grades building the specimen at each of the search variables (the transformational leadership, the loyalty organization (loyalty to the passionate, continuous loyalty, loyalty to the standard) as indicated by the level of values of significance associated with the values calculated to test (ks), which were all greater than (0,05) that all the variables have achieved the mean curve. It did not stop at this point , the standard error The values of small (zero) confirms a good selection and authenticity in the representation of the studied community for members of the administrative bodies of sports clubs logic South of Iraq .

3 -2 prepare a measure of manufacturing leadership in terms of the areas of organizational loyalty :

Fulfilling this topic requires a measurement of the transformational leadership of the research community members (with members of the administrative bodies of sports clubs in the southern region of Iraq, and also requires measuring organizational loyalty in its domains of emotional loyalty, continuous loyalty, normative loyalty) to the members of the research community .

3 2.1 . Finding a relationship link between the variables in question for sample preparation of organizational loyalty scale

The aim of the study of correlation, is to reveal the strength or degree of the relationship between the variables, the correlation indicates the existence of a relationship between those variables. And to achieve the process of extracting the strength of the relationship between the degrees of the variables in the current study of the sample building model , the simple correlation coefficient (Pearson) was used . It must be the reference here to the relationship (link) ([***]) between the variables, they do not indicate the presence of the impact of variables Almenbih areas of organizational loyalty (loyalty to the passionate, continuous loyalty, loyalty standard) among them .

Table (13) Shows the correlation matrix between the dimensions of transformational leadership and organizational loyalty

normative loyalty	constant loyalty	emotional loyalty	organizational loyalty	Statistical means	link
		1.000	0.843	link	emotional loyalty
			0.000	Indication level	
		102	672	Sample volume	
	1.000	0.426	0.740	link	loyalty constant
		0.000	0.000	Indication level	
	102	102	672	Sample	

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				volume	normative loyalty
1.000	0.421	0.535	0.956	link	
	0.000	0.000	0.000	Indication level	
672	672	672	672	Sample volume	

3-2-2 finding the correlation between organizational loyalty areas :

Table (14)The values of the correlation coefficient between transformational leadership and the domains of organizational loyalty among sample individuals

Statistical significance	correlation coefficient		The nature of the link	Variables	
	Value level	calculated			
Value	0.000	43 7 .0	basic	emotional loyalty	organizational loyalty
Value	0.000	40 7 .0	basic	constant loyalty	
Value	0.000	56 7 .0	basic	normative loyalty	

When you browse the table results you will find that the coefficient values of the correlation between organizational loyalty areas (loyalty emotional, loyalty constant, loyalty standard) amounted to (0.743, 0.740, 0.756) , respectively , and that the values of the level of significance of the facilities of the two came by (0.000, 0.000, 0.000) and is a small of (0.0 2 5) this indicates that the real Value link and the relationship, did not come by accident.

Since the two researchers will deal with the areas of organizational loyalty (emotional loyalty , continuous loyalty, normative loyalty) that are related to significant (Value) relationships between them.

3-2-2-2 extract linear regression equation indicators :

In order to evaluate the accuracy of the model for the result in a sample of numbers, and for the purpose of generalizability, the model must be able to identify the areas of organizational loyalty (emotional loyalty , continuous loyalty, normative loyalty) when applied to a different sample.

Table (15) Quality indicators of the linear regression equation model

Standard Error of Estimation	Adjusted Contribution Ratio R^2	Contribution ratio (interpretation factor) R^2	correlation coefficient t R	Variables	
				The result	

7 1 1.1 20	65 0.6	687 .0	0.891	organization al loyalty	emotional loyalty	organization al loyalty
					loyalty constant	
					normative loyalty	

Shows through the table (15) that the value of the simple correlation coefficient came by (0891) and that the value of interpretation coefficient (contribution ratio) amounted to (0, 687) This means that organizational loyalty areas (loyalty emotional, loyalty constant, loyalty standard) T. explained A percentage of (65.4 %) of the transformational leadership .

Table (16) shows the test value(F)calculated and the value of the associated Valuee level

Statistical significance	(f) Values		mean squares	degrees of freedom	sum of squares	Contrast source
	Value level	calculated				
Value	0.000	357 . 67	663 . 21 5 4 2	3	25 5 . 8854 6	between groups
			123 . 465	98	53 7 . 9586 3	within groups
			---	961	78 2 . 8441 10	total

Table (16) indicates that the value of the significance level accompanying the value of (f) Calculated the amount of (67 . 357) came by (0,0 00) which is smaller than (0.0 2 5), demonstrating a significant linear regression multiple , and therefore represents the relationship between the variables in question (loyalty and emotional, loyalty constant, loyalty normative) is the best representation.

3 -2-2-3 extract the values of coefficients regression equation (the specimen) :

Statistical significance	(t) Values		Transactions				
	Value level	calculated	equation The parameter value of the			The nature of the lab	
			(beta) normative	standard error	non- standard		
Value	0.007	963 .2		992 .13	845 . 9 3	a	fixed amount
Value	0.000	223 .4	401 .0	701 .0	989 .2	B 1	
Value	0.000	632 .5	374 .0	632 .0	741 .3	b2	
Value	0.000	741 .4	366 .0	689 .0	623 .3	b3	

Table (17) indicates a significant intersection coefficient (a) as well as the coefficient of the regression - the tendency - (b 1, b 2, b 3) , where the values of the level of significance of the facilities of values (t) Mahso pric , was smaller than (0.0 2 5) which shows the Value brightest of Matt (a, b 1, b 2, b 3) to model the regression multiple .

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The fixed amount indicates the relationship between the domains of organizational loyalty (emotional loyalty , continuous loyalty, normative loyalty) .

It indicates the amount fixed (a) here that in the case of the value of organizational loyalty areas (loyalty emotional, loyalty constant, loyalty standard) (zero), the organizational form prescribed is expected to be the degree of loyalty (39 . 845) only.

Returning to the same table, we find that the value of (t) calculated for the fixed amount (B1, B2, B3) came in the amount of (4. 223, 5. 632, 4. 741) and the level of significance accompanying it came by (0.000, 0.000, 0.000) which is less than (0,025) and this means that the value of (b) differ from zero substantially, and that organizational loyalty areas (loyalty emotional, loyalty constant, loyalty standard) contribute effectively to estimate the values of the result.

And the Sher researcher said here he must take into account the standard error, where he tells us about the number of values (the amount fixed) different when we take many samples of data relating to independent variables (Almtentbih) and observed from the table above that the samples are similar relatively, since the values of The standard error was very small, and this means that most of the samples have values (a fixed amount) similar to their values in the collected sample - that is, there is little difference between similar samples - from what came above, we summarize that the test (t) It has been pointed out to us that the values of (the fixed amount) were different from zero when compared with the values of the (constant amount) for similar samples, when the values of the standard error were small, any small deviation from zero can reflect an important difference because (the fixed amount) is representative of the majority of samples different.

Although the values of (constant magnitude) and their level of significance are important statistics that should be studied, but the interpretation of the standard versions of the values of (constant magnitude) is easier (because they are independent of the units of measure of the variables), the standard beta value tells us how many standard deviation units it will change The result, due to variables changing by one standard deviation.

3 - 3 Results Discussion

The current studies confirmed the existence of a high direct correlation between the measure of organizational loyalty and its fields, and this indicates the importance of organizational loyalty and the effective cycle of members , through the extent of the study sample's interest in organizational loyalty, through which it is able to empower others through their support, sympathy with them and expressing trust. It gives them the feeling that they are treated as distinct persons, meaning that whenever the degree of organizational loyalty is high, there is a Value connection among the members, which is positively reflected on raising the Value of the members in sports clubs and stimulates them to feel loyalty to their clubs to which they belong, and organizational loyalty indicates that the relationships between Members are open and based on solid human relations for the purpose of obtaining this high level of organizational loyalty, as performance is related to achieving the goals set for them or the administrative performance assigned to the work that it implements correctly, and these results have clearly indicated that the nature of administrative work requires continuity and keeping pace their work and performance by taking some decisions directly from them to develop the work and this is done by improving this performance in rank Give them some powers and give them a boost in managing the affairs of their clubs, by raising the level of sense of responsibility towards the club to which he belongs and prompting the member to be able

to face the challenges he faces in order to strive towards developing skills in a way that enables them to improve their roles and the quality of performance by advancing the burdens of his current job And his willingness to assume the administrative position. This can be interpreted as the higher the level of organizational loyalty, the higher the level of leadership. This is confirmed by Mahmoud Dawood Al-Rubaie (2010) "Management is an activity that aims to accomplish work through others to reach specific organizational goals and objectives by using available resources in accordance with scientific foundations and concepts" ([1]). This is also confirmed by Faiq Hosni Abu Halima (2004) "The development of different policies, procedures and rules unites and guides efforts to achieve the goals" ([2]).

As raising the level of loyalty to the club and working on its success It is one of the goals of transformational leadership and a major motivator for members to perform a task with great vigor and enthusiasm, in a desire to gain experience of possible success. Participation in the development of the quality of decisions that are positively reflected on the performance of their tasks in an ideal manner, because the administrative performance depends mainly on the level of performance of individuals in sports institutions.

The researcher believes that the success of the work of sports clubs in achieving their goals is not related to the availability of competent individuals only, but rather individuals who feel loyalty to their clubs and own some decisions for their success and are able to accomplish their jobs with a high degree of responsibility, and that the quantity and quality of services is one of the important indicators that show the level of performance in the clubs sports as these clubs are found to provide specific services to satisfy the needs of the general community so it makes sense to be a logical relationship between members of clubs , sports and loyalty to the organizational have . The state of interaction also increases the more opportunities are given to the members, as "the worker's feeling of ability" To influence the course of the work he does in a tangible way, as if he is working for himself and not as a wage-earner or forced to work, which enhances his spirit of initiative and desire to work, releases his best potential energies, and helps him in personal growth and development, which It reflects positively on his performance at work." The greater the individual's confidence in the organization, the greater his commitment to it. In addition, transformational leadership is a major reason for forming and strengthening organizational loyalty ([3])

4 Conclusions and Recommendations

4 -1 Conclusions

After statistically processing the data, presenting, analyzing and discussing the findings of the researchers, the following was concluded:

Preparing the organizational loyalty scale and applying it to the members of the administrative bodies of sports clubs in the southern region of Iraq.

1. Effective measure of organizational loyalty through the application of res Yas to members of the governing bodies of sports clubs in the logic South of Iraq.
2. The results showed a significant correlation between the areas of organizational loyalty (emotional and normative, and continuous) are not members of the governing bodies of sports clubs in the logic South of Iraq
3. The results showed a high correlation of organizational loyalty with its variables (emotional, normative, and continuous) .

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4 -2- Recommendations :

Through the findings of the researchers recommend the following :

1. Adopting the organizational loyalty scale in forums and other sports institutions because of its successful role in revealing the loyalty of all their employees.
2. Maintaining the level of organizational loyalty to members of sports clubs and enhancing their experience over other institutions and other sports forums
3. Conducting workshops and seminars on the importance of organizational loyalty to sports clubs and institutions.
4. The possibility of developing the loyalty of all employees in various sports institutions
5. Working to increase the confidence of members of the administrative bodies of sports clubs, which is achieved through fair dealings between them and the administration

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