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The organizational education for the sport club managers and its relation with the sport organizational development for the middle Euphrates governorates

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Abstract
The organizational education is regarded as a moral constitution because it acts to create the spirit of commitment and faithfulness among the staff. In addition, it creates the spirit of cooperation and sense of shared identity with emphasis on innovation, creativity and excellence. Managers are in need of an accurate understanding for the education of the organization or the club in order to get success and work with high efficiency. Therefore, the organizational is considered as one of the main responsibilities for the leaders and managers who have to manage the organizational aspect which rewards and encourages the collaborative works, and thus achieve the target goals. The research objective is to check the two standards of organizational education and organizational development for the sport club managers at the middle Euphrates governorates. The two researchers followed the descriptive approach with a survey method to solve the research problem. The sample of the research is selected from the administrative staff members (121 members). The finding of the research has been indicated that there is a great role to the organizational education and development in improving performance in a better manner, while the most necessary recommendations are the need to pay attention to constantly updating technology in the clubs.

Keywords: Organizational, education, sport club, the middle Euphrates governorates

Introduction
Organizational culture serves as a moral constitution because it works to create a spirit of commitment and loyalty among employees, as well as to create a spirit of cooperation and a sense of shared identity and an emphasis on innovation, creativity and excellence. Managers need an accurate understanding of the culture of the organization or club in order to succeed and work with high efficiency. The main responsibilities of leaders or managers who must manage the organizational aspects that reward and encourage collective collaborative work and thus achieve the goals set for them. Organizational development is a highly organized process that aims at positive change in the organization or club in order to seek to achieve continuous development in performance, and it may target resources Therefore, organizational development is an important necessity for managing work and the growth of organizations or clubs, as well as for facing urgent changes and introducing the hoped-for changes for the health of organizational development in the short and long term.

The importance of the research was evident as it dealt with the knowledge of the nature of the relationship between organizational culture and organizational development for managers of sports clubs in the middle Euphrates governorates.

Research problem
The problem can be summarized by the following question
What is the nature of the relationship between organizational culture and sports development for sports club managers in the Middle Euphrates governorates?

Research Objectives
Building standards of organizational culture and organizational development for sports club managers in the Middle Euphrates governorates.

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Identifying the relationship between organizational culture and sports organizational development for managers of sports clubs in the Middle Euphrates governorates

Research Areas
The human field: members of the administrative bodies of sports clubs in the provinces of the Middle Euphrates
Time range: 10/10/2021 to 26/2/2022
The spatial domain: the headquarters of sports clubs in the central Euphrates governorates.

Research methodology and field procedures (Wajeeh, 2002)
The research method is "the scientific and intellectual steps that the researcher follows to solve a specific problem and that the research method is compatible with the objectives and the problem to be addressed."

Research Methodology: The researchers used the descriptive approach in the survey method for its suitability and the nature of the problem at hand.

The research community and its sample
By the research community, we mean: "All the vocabulary of the phenomenon that the researcher studies (Salman, 2011) [1]. The sample includes some (121) members of the administrative bodies of the central Euphrates governorates, where the construction sample will be (70) members, while the application sample will be (51) members.

And Table (1) shows that

Table 1: Shows the research sample

T	Governorate	Members
1	Diwaniyah	30
2	Najaf	25
3	Karbala	23
4	Babylon	20
5	Samawa	23
	Total	121

Tools and methods used
To reach a solution to the research problem, the researchers used the following methods:
- Arabic sources and references
- Resolution
- The interview

Steps to build the two scales
The initial formula for the two scales
Through the researchers' review of a set of studies and literature related to the topic of the research, the researchers identified the (11) items of the organizational culture scales and the (15) items of the Organizational Development Scale. Validity or not, as shown in Table (2), and after the questionnaire was collected, it was found that all paragraphs are valid because their calculated value is greater than the tabular value.

Table 2: Shows the validity of the paragraphs of the two scales

T	Paragraphs of the organizational culture scale	Expert opinions		ca2. value	indication
		OK	not agree		
1	Managers have a strong personality	9	1	6,4	moral
2	Managers use reward and punishment to guide members	9	1	6,4	moral
3	Managers are obligated to perform their duties according to the rules and regulations	10	0	10	moral
4	Managers involve members in making decisions	10	0	10	moral
5	There is cooperation by managers to their members to solve problems that may arise at work	10	0	10	moral
6	Managers have competence and experience in business development	10	0	10	moral
7	The nature of the work of managers is characterized by firmness and justice at the same time	10	0	10	moral
8	Administrators give broad authority to their members	9	1	6,4	moral
9	Managers have the ability to please their members	9	1	6,4	moral
10	Managers avoid using their powers for personal purposes	10	0	10	moral
11	Managers do the tasks assigned to them efficiently	10	0	10	moral
12	Technology contributes to reducing time and effort	9	1	6,4	moral
14	Technology facilitates communication between clubs	10	0	10	moral
15	The clubs provide the appropriate conditions and climate for doing business	10	0	10	moral
16	Laws and regulations help get things done	9	1	6,4	moral
17	The objectives to be implemented are in line with the clubs' policies	10	0	10	moral
18	The organizational structure of the clubs is characterized by simplicity	9	1	6,4	moral
19	Members of the administrative bodies participate in preparing the organizational structure of the clubs	9	1	6,4	moral
20	Board members participate in setting goals	10	0	10	moral
21	The members of the administrative bodies participate in the development of the strategic plan	9	1	6,4	moral
22	Members of the administrative bodies feel the need to carry out the tasks entrusted to them with ease	9	1	6,4	moral
23	The members of the administrative bodies are selected by the directors according to clear criteria	9	1	6,4	moral
24	The work is distributed by the managers to the members of the administrative bodies according to the specialization	9	1	6,4	moral
25	There is documentation of regulations and laws that are easy to refer to when necessary	9	1	6,4	moral

Statistical analysis of paragraphs: (Kamel, 1995)

"The statistical analysis of the paragraphs is more important than the logical analysis because it verifies the content of the paragraph in measuring what it was prepared to measure by relying on some indicators such as its ability to distinguish between respondents and its validity and difficulty factor."

Discriminatory Power

In order for the researchers to be able to know the discriminating ability of the paragraphs of the two scales, the two peripheral groups were used and through the construction sample of (70) members, as shown below:
Rank the total scores in descending order.

Determining the percentage of (27%) of the applications that got the lower grades and (27%) of the applications that got the higher grades, thus there are two groups, each of which has (19) members.

Then the (T-Test) test was applied for two independent samples to reach the statistical significance of the difference between the averages of the upper and lower groups for the items. The value of (T-Test) was adopted as an indicator of the validity of the items by comparing with the tabular value of (1.68) at the degree of freedom (36)**.** And the level of significance is (0.05), and it was found through the results that all the paragraphs are distinct and the tabular (3), (4) clarify this.

Table 3: It shows the discriminatory power of the items of the organizational culture scale

Paragraph Number	Senior Group		Lower Group		T. Value	Indication
T. Value	Indication				10,66	moral
	Arithmetic mean	standard deviation	Arithmetic mean	standard deviation		
1	2,45	0,41	1,15	0.39	11,84	moral
2	2,79	0.22	1,12	0.29	8,94	moral
3	2,33	0.38	1,69	0,41	7,39	moral
4	2,78	0,50	1,38	0.47	6,37	moral
5	2,60	0.47	1,36	0,46	5,76	moral
6	2,57	0.46	1,58	0.58	6,54	moral
7	2,79	0.44	1,35	0.48	8,68	moral
8	2,58	0.59	1,50	0.56	6,45	moral
9	2,66	0,45	1,34	0,46	14,10	moral
10	2,88	0,49	1,71	0,68	6,78	moral

Table 4: It shows the discriminatory power of the OD scale items

Paragraph Number	Senior Group		Lower Group		T. Value	Indication
	Arithmetic Mean	Standard Deviation	Arithmetic Mean	Standard Deviation		
1	2,55	0.44	1,20	0,40	5,80	moral
2	2,76	0,40	1,37	0.54	6,89	moral
3	2,78	0.33	1,62	0,46	8,70	moral
4	2,77	0,41	1,66	0,67	5,90	moral
5	2,89	0.55	1,47	0.52	5,31	moral
6	2,67	0.39	1,36	0.51	5,36	moral
7	2,60	0,41	1,37	0.47	7,85	moral
8	2,82	0.35	1,22	0,20	4,68	moral
9	2,70	0,49	1,20	0.25	11,64	moral
10	1,81	0.35	1,19	0.66	10,67	moral
11	2,50	0.57	1,10	0.34	10,29	moral
12	2,48	0.58	1,26	0.47	8,30	moral
13	2,72	0.44	1,13	0.23	13,49	moral
14	2	0	1,40	0.51	4.55	moral
15th	2,52	0.51	1,15	0.37	9,39	moral

Internal consistency

Paragraph correlation coefficients with the total score of the two scales:

The internal consistency coefficient was calculated through the correlation between the degree of each paragraph and the total score of the scale, that is, by calculating the correlation coefficient (Pearson), and to know the statistical significance, it was compared with the value of the tabular correlation coefficient of (0, 23) at the degree of freedom (68) and the level of significance (0.05), and after completing the statistical treatments, no items were excluded from the two scales. And Table (5) shows that

Table 5: It shows the values of the correlation coefficient between the paragraph and the total score for the two scales

T	Paragraphs of the two scales	correlation coefficient	Indication type
First: Paragraphs of the organizational culture scale			
1		0,266	moral
2		0,467	moral
3		0,343	moral
4		0,319	moral
5		0,267	moral
6		0,280	moral
7		0,302	moral
8		0,269	moral

9			0,294	moral
10			0,390	moral
11			0,320	moral
Second: Paragraphs of the organizational development scale				
1			0.250	moral
2			0,256	moral
3			0.245	moral
4			0,228	moral
5			0.250	moral
6			0,278	moral
7			0.252	moral
8			0,269	moral
9			0,276	moral
10			0,310	moral
11			0,326	moral
12			0,279	moral

(t) Tabular value at (68) degrees of freedom and below its significance level (0.05) = (23,.)

Final application of the scale

After the researchers completed the construction of the two scales in their final form, they were applied to the application sample, which numbered (51) members, where the total of their paragraphs reached (26).

Statistical means

The researchers used the following statistical methods:
1- (t-test) for independent samples
2- Simple Correlation Coefficient (Pearson)
3- Ka2
4- Arithmetic mean
5- Standard deviation

Results

Presentation, analysis and discussion of the relationship between organizational culture and organizational development

Table 6: It shows the relationship between organizational culture and organizational development

T	Variables	Arithmetic mean	Standard deviation	Correlation coefficient	Indication
1	Organizational culture	21,061	0,302	0,79	moral
2	OD	32,53	0,615		moral

Table (6) shows that the arithmetic mean of the organizational culture variable reached (21,061) and a standard deviation of (0.302), and that the arithmetic mean value of the organizational development variable amounted to (32,53) and a standard deviation of (0.615), and the value of the correlation coefficient between the two variables reached (0.79) and when comparing the calculated value of the correlation coefficient with the tabular value of (0,27) at the degree of freedom (n-2) (51-2) = 49 and the level of significance (0.05), we find that the calculated value is greater than the tabular value Which indicates the significance of the correlation coefficient, that is, the existence of a correlation between organizational culture and organizational development, and the researcher attributes the reason for this when the role of organizational culture is not limited to improving the behavior of members in the club by overcoming challenges and difficulties, as well as finding a healthy climatic environment suitable for work to achieve creativity and innovation, but rather It extends to include benefiting from the feedback that benefits members and helps correct deviations, and then provide and maintain effective performance. The processes of human interaction and the establishment of rules of trust between managers and members, and all of this will create an opportunity for the club to adapt to the changing environment and face all that is emerging.

Conclusions

1. Organizational culture and organizational development have a major role in improving performance in the best way.
2. Organizational culture and organizational development work to instill a spirit of cooperation and create a healthy climate.

Recommendations

1. It is necessary to pay attention to the continuous updating of technology in the clubs.
2. Involve managers and members in developmental administrative sessions in order to see the latest developments.

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