

Evaluating the Administrative Performance of Sports Clubs from the Viewpoint of the General Authority for Youth and Sports, Libya

Hassan Muhammad Muhammad Al-Nafiru

Higher Institute of Sport and Physical Education of Ksar Saïd

Sabri Gaied Chortane

Higher Institute of Sport and Physical Education of Ksar Saïd

Imen Ben Amar

Higher Institute of Sport and Physical Education of Ksar Saïd

Sofiene Amara

Higher Institute of Sport and Physical Education of Ksar Saïd

Riadh Khalifa

Higher Institute of Sport and Physical Education of Ksar Saïd

ABSTRACT

The study aimed to identify the evaluation of the administrative performance of sports clubs from the point of view of the General Authority for Youth and Sports Libya, and to identify the level of knowledge of the study sample evaluation criteria in the areas of administrative performance of sports clubs in Libya, and the study population included two functional categories, namely senior management, middle management and sports offices in the regions of the employees of the General Authority for Youth and Sports previously Ministry of Sports currently, the study sample consisted of (79) people. The studied sample of the role of evaluating the administrative performance of sports clubs from the point of view of the General Authority for Youth and Sports came with a moderate degree with an arithmetic average of (3.28). The study recommended the work of time programs to monitor the performance of work within the corridors of the club in all financial, administrative and technical fields, lectures and workshops in all parts of Libya in order to introduce the evaluation and its importance.

Keywords: Performance Evaluation, Ministry of Sports, Sports Clubs, Regions, Standards

INTRODUCTION

Modern management is an integral part of contemporary organizations and societies, as it must interact with the problems and needs of those organizations and societies. commensurate with the nature of operations and roles they perform. The importance of planning is evident because it is an administrative system that achieves cooperation between all departments and provides a unified database available to all its employees, in addition to relying on it to increase

production capacity, improve management of various jobs, and develop creative solutions to achieve control over production processes. (07:26)

In recent years, the evaluation process has become a special concern, because the evaluation results are among the important tools that the administration relies on to know the success of the set administrative policy and the validity of those in charge of implementing this administrative policy. (02:04)

It is the process that refers to the interpretation of the results of the measurements. And that the results of the test and qualitative measurements are evaluated by making a comparison with the standards that were developed in advance in order to issue judgments that relate to people. (04:05)

Evaluation can be defined as the process through which useful information can be well planned and collected with the aim of improving decision-making or with the aim of making alternative decisions to decisions that prove to be wrong or useless. (06: 989)

And the application of planning will ensure the reduction of production losses, saving time, managing the production process automatically, improving the level of performance, and raising the efficiency and effectiveness of the supply chain through inventory management, work arrangement, completion of pre-planned operations, transportation and logistics management, and warehouse management. (03:351)

Oversight is the process that aims to measure the extent of success in achieving goals, and to ensure that all activities are proceeding in the way and in the planned manner. Monitoring, measuring performance, identifying problems, and resolving them. (01:09)

Control is a continuous and continuous process throughout the work, whereby the leader of the institution is constantly informed of the extent of progress in the workflow, and the obstacles that arise and taking the appropriate procedures and adjustments to overcome these obstacles, and the performance of the workers is known at periodic intervals at the end of each stage of the work entrusted. To them, by discussing the employees about their performance in a manner that develops in them a spirit of responsibility and cooperation. (05:05)

Research Importance

The importance of the research is evident in the fact that the administrative and technical performance of sports club administrators must be built scientifically and culturally through foundations subject to an effective evaluation process to develop the vital and important aspects and raise their expertise to the levels required in sports management.

Search Goal

The research aims to evaluate the administrative performance of sports clubs from the point of view of the General Authority for Youth and Sports, Libya, through:

- 1- Evaluation of the administrative performance of sports clubs from the point of view of the General Authority for Youth and Sports and in accordance with the related fields.

Research Hypotheses

- 1- There are statistically significant differences between the Ministry of Sports and sports offices in the regions in evaluating the administrative performance of sports clubs.

Data Collection Tools

- 1- The questionnaire forms.
- 2- Document analysis.

RESEARCH METHODOLOGY

The analytical descriptive approach was followed due to the nature of the research.

Time Domain

The research was conducted from 01/12/2021 to 05/31/2022

Research Community and Sample

- 1- The original community is represented by the former General Authority for Youth and Sports (currently the Ministry of Sports), where the research community consists of two functional categories, which are senior management and middle management, and their number is (54) respondents.
- 2- Sports offices in the regions, numbering (25) offices
- 3- Where the research community consists of (210) respondents.

The Study Tool and Its Validity

The questionnaire was prepared and presented in parts through the axes and phrases, and the number of axes was one axis and the phrases (102) phrases, and through that, the validity of the axes, dimensions, and phrases was conducted, and I concluded to its final form contained in the research.

Questionnaire Stability

Through statistical processes, the stability of the questionnaire was investigated according to the scientific procedures followed.

Table (1) Cronbach's alpha test to measure the reliability of evaluating the administrative performance of sports clubs from the point of view of the Ministry of Sports Libya

	Field	Average scores of the scale	Scale contrast	Stability index	Alpha Factors
1	Principles of governance in performance development	37.408	52.177	0.935	0.942
2	Governance principles	37.536	48.919	0.923	0.940
3	Responsibilities and duties of the Board of Directors	37.381	48.928	0.821	0.944
Total marks		0.950			

From Table No. (1) it is clear that the stability of the questionnaire was calculated through the use of the alpha method, we find that the value of alpha was (0.950), and this indicates that the correlation between the answers is very strong and statistically acceptable. With regard to the

stability of the questionnaire, it is noted from the table that most of the alpha coefficients are individual and related to vocabulary Each unit was less than the value of the general alpha test, and this indicates that all the items in this group are important and that any deletion or deletion of an item from it will negatively affect the stability and credibility of the questionnaire, as for what is related to the validity scale, which relates to measuring the degree of the item's correlation with the scale In general, its results are considered statistically acceptable, and the variance of the scale for the items is not large, and the mean scores of the scale are close (37.155-37.408), and thus it is possible to rely on the entire group without deleting any of the items to reach meaningful results.

Statistical Processors

The respondents' answers to the questionnaire were encoded and entered the computer through the worksheets attached to the statistical program SPSS (the statistical software package for the social sciences), as well as the EXEL statistical program specially prepared for this purpose. Then, appropriate statistical methods were used for the nature of the data and to achieve the objectives of the study.

Table (2) shows the distribution of the sample in terms of the scientific level

Academic Qualification	Frequency	Percentage %	Cumulative Percentage
Secondary	2	0.95	0.95
Middle	21	10.00	10.95
Diploma	58	27.62	38.57
Bachelor's	84	40.00	78.57
Master's	27	12.86	91.43
Ph.D.	18	8.57	100
Total	258	100	

Table (2) shows the results related to the academic qualification in question, and it is noted that the highest percentage of the research sample individuals are holders of a bachelor's degree, reaching 40%, and the percentage of respondents who hold a diploma comes in second place with a rate of 27.62%, while those who hold a master's degree Their percentage reached 12.86%, the intermediate certificate percentage reached 10%, and the PhD percentage reached 8.57%.

Table (3) It shows the distribution of the sample in terms of job position

Job Position	Frequency	Percentage %	Cumulative Percentage
Office Manager	25	11.90	11.90
Director of the Department	16	7.62	19.52
Head of the Department	53	25.24	44.76
Head unit	66	31.43	76.19
Head of Branch	25	11.90	88.10
Branch Head Assistant	25	11.90	100
Total	210	100	

Table (3) shows the results of the distribution of the sample in terms of position, where we find that 31.43% of the total sample are heads of units, it is noted that 25.24% of the respondents are heads of departments, the percentage of branch heads, their deputies and office managers reached 11.90%, and directors of departments amounted to 7.62%.

Table (4) It shows the distribution of the sample in terms of categories of experience

categories of experience	Frequency	Percentage %	Cumulative Percentage
10 - 05	29	13.81	13.81
20 - 11	103	49.05	62.86
30 - 21	51	24.29	87.14
Mor than 30	27	12.86	100.00
Total	210	100	

Table (4) shows the results of the distribution of the sample in terms of age groups, where we find that 49.05% of the total sample had experience from 11-20 years, and it is noted that 24.29% of the respondents had experience from 21-30 years. The percentage of respondents with experience from 05-10 years amounted to 13.81%, the lowest percentage was for those with experience of more than 30 years at 12.86%.

Table (5) It shows the distribution of the sample in terms of specialization

Specialization	Frequency	Percentage %	Cumulative Percentage
Business Administration	24	11.43	11.43
Press and Media	11	5.24	16.67
physical education	54	25.71	42.38
computer	29	13.81	56.19
civil Aviation	2	0.95	57.14
applied Sciences	1	0.48	57.62
Administrative Sciences	35	16.67	74.29
Human sciences	1	0.48	74.76
Life sciences	2	0.95	75.71
Financial sciences	1	0.48	76.19
Law	12	5.71	81.90
Accounting	35	16.67	98.57
Engineer	2	0.95	99.52
Civil Engineering	1	0.48	100
total	210	100	

Table No. (5) shows the results of the distribution of the sample in terms of specialization, as we find that the sample included many specializations that are related to the nature of the work of the General Authority for Youth and Sports, formerly the Ministry of Sports, and sports offices in the regions that help in the development of Libyan sports, as it amounted to 25.71% of The total sample studied were those whose specialization was physical education, followed by the specialization of administrative sciences and accounting with a percentage of 16.67%, followed by information technology in the third place with a percentage of 13.81%. And social on the remaining proportions.

Table No. (6) shows the distribution of the sample in terms of degree.

Degree	Frequency	Percentage %	Cumulative Percentage
Eighth degree	21	10.00	10.00
Ninth degree	32	15.24	25.24
Tenth degree	31	14.76	40.00
Eleventh degree	18	8.57	48.57
Twelfth degree	40	19.05	67.62
Thirteenth degree	35	16.67	84.29
Fourteenth degree	33	15.71	100.00
the total	210	100	

PRESENTATIONS AND DISCUSSION OF RESULTS

Analysis of the research sample responses according to the dimensions of the adopted variable.
Principles of governance in performance development:

Schedule (7) An analysis of the sample's opinions according to the governance principles dimension

	Ferries	Arithmetic mean	Standard deviation	Coefficient of difference	Relative importance
1	The current administrative system supports employees to submit their suggestions for improving performance.	3.92	1.18	30.04%	78.38%
2	Governance principles focus on improving performance.	3.77	1.02	27.14%	75.43%
3	Governance principles are adopted as one of the elements of management decisions.	3.77	0.86	22.76%	75.33%
4	The current administrative organization of the organization's units helps me to perform quickly.	3.70	1.19	32.12%	73.90%
5	Administrative leaders believe that the application of governance principles is for the benefit of work and employees.	3.67	1.13	30.75%	73.43%
6	The application of the principles of governance contributes to increasing the degree of confidence of the public towards the leaders.	3.66	1.21	33.10%	73.24%
7	Administrative leaders seek to spread awareness of the importance of governance and its principles	3.48	1.14	32.68%	69.62%
8	Governance principles are adopted as one of the elements of management decisions.	3.46	1.05	30.45%	69.24%
9	The application of governance seeks to improve the service provided by employees.	3.44	1.13	32.88%	68.86%
10	Administrative leaders believe that the application of governance principles is for the benefit of work and employees.	3.31	1.27	38.25%	66.19%
11	Governance principles are based on continuous improvement of performance	3.29	1.18	35.88%	65.81%
12	The application of the principles of governance helped to find fair bases for	3.27	1.28	39.08%	65.43%

	employee incentives, which positively affected performance improvement.				
13	I believe that applying the principles of governance achieves positive results in improving performance.	3.27	1.06	32.47%	65.33%
14	Governance principles move away from authoritarian methods in pursuing performance improvement.	3.25	1.15	35.44%	65.05%
15	The application of governance principles contributes to facilitating procedures and work methods.	3.25	1.22	37.45%	64.95%
16	Governance works on the independence of employees when making their decisions.	3.20	1.01	31.59%	63.90%
17	The application of the principles of governance contributes to increasing the degree of confidence of the public towards the leaders.	3.20	1.13	35.24%	63.90%
18	Governance principles are characterized by discipline in work procedures.	3.18	1.05	33.21%	63.52%
19	Administrative leaders seek to spread awareness of the importance of governance and its principles	3.16	1.25	39.41%	63.24%
20	The application of governance principles contributes to fair accountability.	3.15	0.96	30.34%	63.05%
21	Governance principles are adopted as one of the elements of management decisions.	3.10	1.27	41.06%	62.10%
22	The application of governance principles spreads justice among employees.	3.08	1.15	37.41%	61.62%
23	The application of governance principles achieves tangible positive results in job improvement	3.07	1.12	36.59%	61.43%
24	The application of governance seeks to improve the service provided by employees.	3.04	1.11	36.41%	60.76%
25	Governance principles contribute to positive changes in current work methods and systems.	2.99	1.18	39.39%	59.81%
26	The application of corporate governance principles demonstrates transparency in work results	2.95	1.15	38.87%	58.95%
27	Facilitate the application of corporate governance principles to work procedures	2.91	1.19	40.99%	58.19%
	Governance principles	3.32	0.89	26.96%	66.32%

Table (7) shows the arithmetic mean, standard deviation, and percentage of the research sample's answers around the axis arranged in descending order. The first is a percentage of (78.38%), while the standard deviation of this paragraph appears (1.18) with a relative coefficient of difference (30.04%), as the sample's interest, agreement, and homogeneity of their opinions about this paragraph appear more than the rest of the paragraphs.

The prevailing opinion of the overall degree of the dimension of the principles of governance was referring to (contributing to a limited degree) in its impact on the principles of governance in developing the administrative performance of sports clubs from the point of view of the Ministry of Sports Libya.

Table (8) Analysis of the opinions of the sample according to the dimension of the responsibilities and duties of the Board of Directors

	Ferries	Arithmetic mean	Standard deviation	Coefficient of difference	Relative importance
1	Members of the Board of Directors have free access to information in a timely manner to carry out their duties	3.63	1.22	33.67%	72.67%
2	The superior urges the subordinates to have a full sense of the importance of the task entrusted to them.	3.61	0.97	26.83%	72.19%
3	The superior talks to the subordinates from time to time about the importance of achieving the goals of the organization	3.53	1.19	33.58%	70.67%
4	The Board of Directors involves employees in the organization's decision-making process	3.53	1.04	29.36%	70.57%
5	The leadership takes into account the opinions and suggestions of the workers in developing their performance within the organization	3.52	1.18	33.45%	70.48%
6	The Board gives me the authority and responsibility to do your job well	3.50	1.21	34.49%	70.00%
7	The Board of Directors provides me with the necessary support to help me improve my work performance	3.48	1.21	34.78%	69.62%
8	The Board of Directors involves representatives from the managers and lower management levels in drawing up its development plans	3.41	1.18	34.60%	68.19%
9	The Board of Directors grants authority and responsibility to all employees of the organization to perform their work in an integrated manner	3.37	1.39	41.09%	67.43%
10	The Board of Directors follows up the performance reports of the organization's employees	3.36	1.15	34.21%	67.24%
11	The participation of workers from different administrative levels in the meetings enables realizing the principle of participation	3.35	1.20	35.85%	67.05%
12	When I face a problem, I find the board of directors next to me until we find a solution to it	3.34	1.39	41.56%	66.86%
	Responsibilities and duties of the Board of Directors	3.47	0.99	28.47%	69.41%

Table (8) shows the arithmetic mean, standard deviation, and percentage of the research sample's answers around the axis arranged in descending order. The first is a ratio of (72.67%), while the standard deviation of this paragraph appears (1.18), with a relative coefficient of difference (30.04%), as the sample's interest, agreement, and homogeneity of their opinions about this paragraph appear more than the rest of the paragraphs.

The prevailing opinion of the total degree of the dimension of the responsibilities and duties of the board of directors was referring to (contributing significantly) to its impact on the principles of governance in developing the performance of the administrative performance of sports clubs from the point of view of the Ministry of Sports Libya

Hypothesis Testing and Analysis:

- **First Hypothesis:** There are statistically significant differences between the Ministry of Sports and sports offices in the regions in evaluating the administrative performance of sports clubs.
- **The null hypothesis:** There are no statistically significant differences between the Ministry of Sports and sports offices in the regions in evaluating the administrative performance of sports clubs.
- **Against the alternative hypothesis:** There are statistically significant differences between the Ministry of Sports and sports offices in the regions in evaluating the administrative performance of sports clubs.
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Table (9) shows the arithmetic means and the "T" value of the respondents' answers in evaluating the administrative performance of sports clubs between the Ministry of Sports and sports offices in the regions.

	DIMENSIONS	The General Authority for Youth		Sports offices in the regions		Difference	T value	Significance level
		Arithmetic mean	Standard deviation	Arithmetic mean	Standard deviation			
1	Planning	3.330	0.739	3.413	0.834	-0.083	-0.647	0.518
2	Organization	3.246	0.793	3.362	0.932	-0.116	-0.818	0.414
3	Guidance	3.292	0.733	3.393	0.882	-0.101	-0.759	0.449
4	Censorship	3.254	0.736	3.324	0.827	-0.070	-0.550	0.583
	Evaluation of the administrative status of the General Authority for Youth and Sports	3.280	0.672	3.373	0.807	-0.093	-0.756	0.450

**Correlation is significant at the level 0.01 (2tailed) N=285

*Correlation is significant at the level 0.05 (2tailed) N=285

Through table No. (9) the independent variable evaluating the current administrative situation for the development of Libyan sports showed that there were no statistically significant differences between the Ministry of Sports and sports offices in the regions, it is noted that the value of the test statistic amounted to (-0.756) with a calculated significance of (0.450), which is less From the level of significance (0.05), as this result provides sufficient support to accept the first zero sub-hypothesis of the second main hypothesis, which states that there are no

statistically significant differences between the Ministry of Sports and sports offices in the regions in evaluating the administrative performance of sports clubs.

Table (10) shows the arithmetic means and the "t" value of the respondents' answers in the principles of governance in developing the performance of sports clubs between the Ministry of Sports and sports offices in the regions.

	DIMENSIONS	The General Authority for Youth		Sports offices in the regions		Difference	T value	Significance level
		Arithmetic mean	Standard deviation	Arithmetic mean	Standard deviation			
1	Governance principles	3.217	0.836	3.350	0.913	-0.134	-0.947	0.345
2	Responsibilities and duties of the Board of Directors	3.344	0.912	3.514	1.012	-0.170	-1.092	0.276
3	Disclosure, transparency, and equal treatment	3.150	0.974	3.329	1.011	-0.179	-1.131	0.260
4	Law and equality	3.217	0.806	3.370	0.932	-0.153	-1.074	0.284
5	evaluation system	3.672	0.654	3.705	0.686	-0.033	-0.307	0.759
6	achieve effectiveness	3.566	0.173	3.565	0.171	0.000	0.014	0.989
	Principles of governance in developing performance	3.361	0.597	3.472	0.656	-0.111	-1.099	0.273

**Correlation is significant at the level 0.01 (2tailed) N=285

*Correlation is significant at the level 0.05 (2tailed) N=285

Through Table (24), the adopted variable, principles of governance in performance development, showed that there were no statistically significant differences between the Ministry of Sports and sports offices in the regions. It is noted that the value of the test statistic amounted to (-1.099), with a calculated significance of (0.273), which is less than the standard Significance (0.05), as this result provides sufficient support to accept the second zero sub-hypothesis of the second main hypothesis, which states that there are no statistically significant differences in the principles of governance in developing the performance of sports clubs between the Ministry of Sports and sports offices in the regions.

CONCLUSIONS

- 1- There are no statistically significant differences between the Ministry of Sports and sports offices in the regions in evaluating the administrative performance of sports clubs.
- 2- There are no statistically significant differences in the principles of governance in developing the performance of sports clubs between the Ministry of Sports and sports offices in the regions.

RECOMMENDATIONS

- 1- The presence of human cadres with scientific qualifications, experience and the ability to implement initiatives and operational plans, as well as identifying the needs for developing and raising the efficiency of workers in the club is very necessary.
- 2- Work must be done to involve all the club's employees in the decision-making process regarding the club's fate in all fields.

- 3- Carrying out time programs to monitor work performance within the club's corridors in all financial, administrative, and technical fields.
- 4- Lectures and workshops should be held in all parts of Libya in order to introduce the government and its importance.

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