

Negotiation and crisis management skills in the sports field according to the leadership position (administrative - technical) of the Middle Euphrates Clubs

¹Arshad Wisam Hasan

²Prof. Dr. Hashim Hindawi Hwadi

³Asst Professor Dr. Asead Ali safih

University of Qadisiyah /
college of Physical Education
and Sport Sciences

Alrashed.study@gmail.com

Hisham19756@gmail.com

asaadali1974@yahoo.com

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Abstract:

The research included an introduction and the importance of research, if the negotiation skills and crisis management of the leaders of the Middle Euphrates (administrative-technical) clubs were discussed. The researcher identified 170 leaders divided into two staff groups representing by (80) the leaders who represent (technicians) are (90) leaders, after which the researcher prepared a scale (the skills of negotiation and crisis management in the field of sports), extracting scientific foundations based on the cykometric characteristics. After the application of the measure on the sample, the researcher categorized the results and analyzed and interpreted in a scientific way, reinforced by sources that contributed to explain the phenomenon more clearly, and then the researcher reached the conclusions of which; the level of negotiation skills and crisis management is low among the leaders (administrative - technical) of the clubs of the Middle Euphrates. The level of negotiation and crisis management skills of managers is better than that of the leaders.

مهارات التفاوض وإدارة الازمات في المجال الرياضي تبعاً للمركز القيادي (اداري – فني) لاندية الفرات الأوسط

Alrashed.study@gmail.com

Hisham19756@gmail.com

asaadali1974@yahoo.com

جامعة القادسية/ كلية التربية البدنية
وعلوم الرياضة

¹م. م أرشد وسام حسن
²د. هشام هندائي هويدي
³م. د أسعد علي فليح

ملخص البحث:

احتوى البحث على المقدمة وأهمية البحث، إذا تم التطرق الى مهارات التفاوض وإدارة الازمات للقياديين من اندية الفرات الاوسط (الاداري- الفني) حيث حدد الباحث (١٧٠) قيادي مقسمين الى مجموعتين، القيايين الذين يمثلون (الاداريين) بلغ عددهم (٨٠)، في حين بلغ عدد القيايين الذين يمثلون (الفنيين) (٩٠) قيادي، بعدها اعد الباحث مقياس (مهارات التفاوض وإدارة الازمات في المجال الرياضي) مستخرجاً له الاسس العلمية بالاعتماد على الخصائص السايكومترية. وبعد تطبيق المقياس على العينة قام الباحث بتبويب النتائج وتحليلها وتفسيرها بشكل علمي معزز ذلك بمصادر ساهمت بشرح الظاهرة بشكل أكثر وضوحاً، وبعدها توصل الباحث الى الاستنتاجات التي منها؛ ان مستوى مهارات التفاوض وإدارة الازمات منخفض لدى القيايين (الاداري – الفني) لاندية الفرات الاوسط. وان مستوى مهارات التفاوض وإدارة الازمات لدى القيايين (الاداريين) افضل من مستوى مهارات التفاوض لدى القيايين (الاداريين).

1. An Introduction to research:

The administrative leadership in the field of sports has a great impact on the success and development of sports activities especially at high levels and learning its effectiveness on administrative leaders in the field of sports, especially in developing countries require full focus on achieving the desired objectives of the sports management process and interest in obtaining results with the least effort. Which requires selecting of sports leaders who always seek to achieve these goals and who can bear the heavy burdens related to the administrative process, which requires the freedom to act wisely in the problems and crises that hinder the achievement of sports goals?

We are within a world characterized by quick changes and impact on us, so many of the constants fell through the information revolution, and this made many crises so that we say that this millennium that has carried a lot of challenges and a few opportunities and this is what we call the era of crises, so this study received is now a part of our everyday life to work with partners at home, at work and at every step of life. Some educators even call for teaching students the skills of negotiation at school so that students can succeed and enjoy life. , Which are Good life indicators?

Therefore, the negotiation contributes widely in managing the crises uncourting a modern man as a result of diminishing opportunities. Therefore, the management of crises through negotiation is a part that we must learn and cannot be left to chance.

Therefore, the importance of the current research is reflected in the measurement of the level of negotiation skills and crisis management of leaders in the field of sports managers and technicians. This measurement reflects a view point of the reality of their negotiating skills, which contributes in part to determine the extent of leadership competence in the clubs to which belongs.

2 – The Purpose of the study:

The importance of research is evident In identifying the level of negotiation skills and crisis management In the sports field tired of the leadership position in the target clubs (administrative - technical) , By constructing and applying a specially prepared scale by the researcher for this purpose Which contributes to the detection of the capabilities of the sample members in the negotiation and crisis management Which is reflected in their ability to address the problems they face and gives the people their level more clearly.

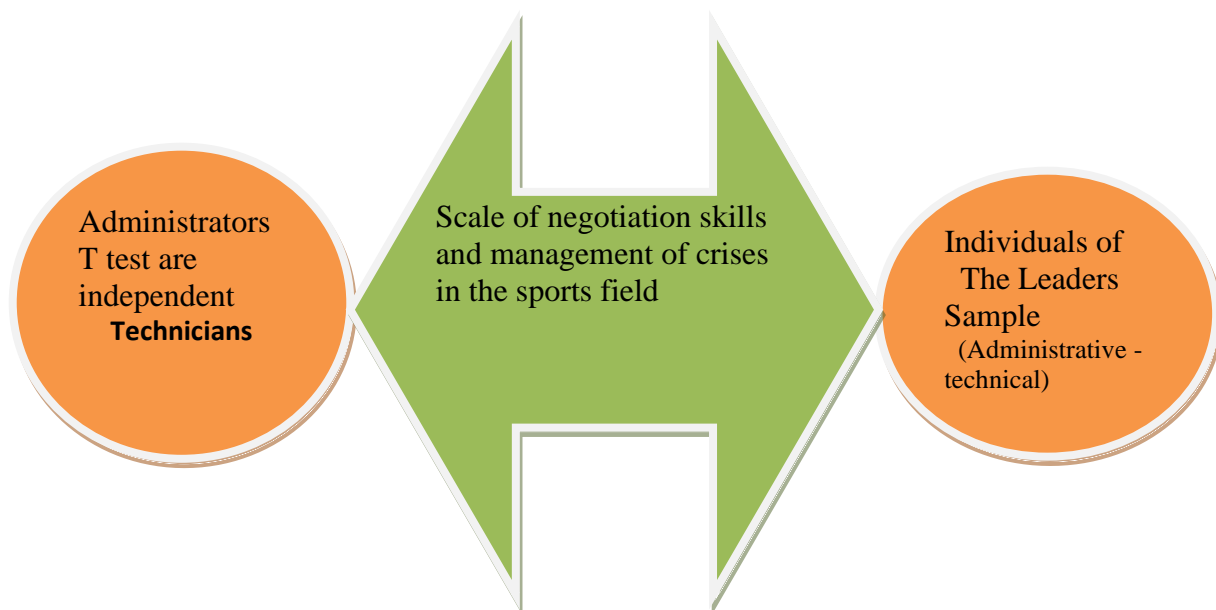
3 Method and procedures:

3.1 Community and Research Sample:

The researcher has identified the research community who are the leaders in the Middle Euphrates clubs (Administrative - technical) for the year 2018 (170) representing (40) clubs, the sample was divided into two groups, the first group representing the administrators (80) the second group represents the 90 technicians, taking into account the number of years of service per person. The selection of (100) leaders as a sample of the research clubs identified for the research community, Representing 59% of the total number of the research community.

3.2 The Study's Design:

The researcher has used the descriptive method in the survey method using the method of comparison between the sample members in the target phenomenon to suit it and the nature of the problem to be considered.



3.3 variables studied:

The researcher and through personal interviews With experts and specialists in the field of management regulation and experts in the area of negotiation and crisis management the most important areas studied (negotiating methods, negotiation skills, Leader qualities, crisis management requirements, crisis management steps).

3.4 Tests used:

3.4.1 Measure building procedures (negotiation skills and crisis management in the sports field):

To achieve the most important objective of the research is to build a scale of negotiation skills And the management of crises in the field of sports; follow the steps that indicate that there is a " A set of basic steps that can be followed when constructing the test, the scale and how to

connect Between the units of the scale to measure the overall aspects of skill, attribute, capacity or ability " (7: 319). As well as some detailed steps needed by the researcher to complete the construction process.

3.4.2 Purpose of Scale Construction:

The first step to building a measure is to determine the purpose of the scale specifically

What is the desired use of this measure? "The early need to determine the purpose of the test when determined to build the hypothesis that the test form and some of its properties vary the purpose of this test "(3:22) the purpose of the scale is to evaluate skills negotiating and managing crises in the sports field.

3.4.3 Identification of the phenomenon to be measured:

The phenomenon to be measured should be defined and its concept and limits should be quite clear, and the phenomenon that the research aims to measure is negotiation skills and the management of crises in the field of sports Iraqi sports leaders.

3.4.4 Define areas of negotiation skills and crisis management in the sports field:

For the purpose of defining the areas of the skill level of negotiation and crisis management in the sports field, the researcher studied a range of studies and research on sports crises and negotiation in sports and many sources in the area of negotiation and crisis management, where he managed to collect (5) areas:

1. The negotiation methods.
2. The negotiation skills.
3. The qualities of the leader.
4. The crisis management requirements.
5. The crisis management steps.

3.4.5 Determination of the validity of the areas of the negotiation skills and crisis management scale:

The areas of negotiation skills may vary and management of crises in the sports field

In their representation to measure negotiation and crisis management skills; Therefore, the researcher presented the areas of negotiation skills and crisis management on a group of experts from stakeholders and competence in management Organization, negotiation and sports leadership * * to determine the extent

The importance of the areas for the study being discussed, and whether it is possible to add other fields? Therefore, the researcher prepared a questionnaire form containing the five axes;

3.4.6 The scientific indicators of the scale (Negotiation skills and crisis management in sports):

3.4.6.1 The honesty of the scale.

"The honesty: is an important criterion for the quality of the test, as it indicates the accuracy with which the measuring instrument measures the attribute or phenomenon that has been developed to measure it." (5: 177). The validity of the test is a prerequisite for effective measurement tools in the measurement of the phenomenon measured, and the truth of the test is intended to "test the test what was put for it, in other words, it is intended honestly test the validity of the test to measure a target and a specific aspect, this validity appears in multiple forms.(4: 210) The more the measure carries the more the index of confidence was increased in measuring what was measured which will be extracted several indications of honesty as required by the construction of the scale are:

First: The Virtual honesty:

In order to achieve this kind of honesty by presenting the test paragraphs before applying the test a group of specialized experts, who are characterized With experience that enables them to judge the validity of the test paragraphs in measuring the property to be measured, the researcher will achieve this kind of honesty in verifying the validity of the negotiation skill scale and crisis management by presenting its areas, paragraphs, instructions and alternatives to a group of specialized arbitrators in the fields of administration, management, negotiation and crisis management.

Second: Content Validation:

After the researcher began to identify areas of research. He drafted paragraphs that represent negotiating skills and accurately manage crises, which include content, and that this does not confirm the genuineness of the content. So the researcher went to achieve this kind of honesty through the presentation areas of negotiation and crisis management skills for a group of experts and specialists. The paragraphs were also presented to another group of experts and specialists.

Third: The Honest construction:

The honesty of the building of the most honest types of representation of the concept of honesty, which is sometimes called sincerity of the concept, or the truthfulness of the permissive composition, "It means the extent to which the psychological measure is measured to form a certain hypothesis or concept of self" (6:98). As we know, some of the features we deal with in psychology are hypothetical and cannot be observed directly, and others, the test results, which are designed to measure a default feature, are essentially oriented to detect the presence or absence of such a feature. Hence, the type of honesty that matters to the test designer is more

than the other types of honesty of the construction are valid because it forms the theoretical framework for the tests.

Kronbach and Muhl point out "There are some signs and indicators of the truthfulness of the building, perhaps the most important differences between groups and individuals, It is logical to assume that individuals differ in how much they have the measured property and this assumption should be reflected on their performance on the scale. The researcher investigated this assumption by excluding the non-specific clauses and fixes the paragraphs that have the ability to distinguish through the following:

1. The style of the extremist groups:

The ability of a good scale depends on the adequacy of its constituent parts in terms of its ability to distinguish between the disparate groups of performance on the phenomenon and the validity of the discrimination has been verified by retaining the paragraphs for which statistical analysis has proved to be discriminatory.

2. The Internal consistency:

This method assumes that the total degree of the individual is an important criterion to validate the construction of the scale and through find the correlation between the degree of each paragraph of the scale overall, the researcher investigates this kind of honesty through the link:

A- The score of the paragraph in the total degree of the field to which it belongs.

(B) The score of the field in the total degree of the scale.

(C) The score of each paragraph of the scale in the total grade of the scale.

3.4.6.2 The Stability of indicators:

The Stability is one of the main components of the test. It is one of the most important qualities of good testing. In order to extract stability, the researcher adopted the following methods:

First: Testing and usually testing:

To extract stability in this way the researcher came to apply the scale in the final season on 40 leaders of the leaders of clubs (Middle Euphrates) who did not apply the standard to them in

the pilot experiment on 15/7/2018 two weeks after the first application, the researcher applied the scale to the same sample in the same temporal and spatial conditions, the researcher then tabulated the results using a simple correlation coefficient (Pearson), a value was observed the coefficient of correlation between the two applications (0.827) is an indicator of stability

As shown in Table (1)

Second: Alpha Kronbach equation:

In addition, emphasis was placed on the stability of the negotiation skill scale. The researcher sought to use the Alpha Kronbach equation to calculate the stability of the test on the answers of the sample of the retest sample, with a value of 0.85. As shown in table (1).

Table (1)

Shows the coefficient of stability of the Alkachbornbach equation for the fields of research for the construction sample

No.	Field	Test and retest	Alacornbach coefficient
1	Negotiations methods	0.85	0.86
2	Negotiations skills	0.89	0.84
3	Leader's qualities	0.77	0.88
4	The requirements of crisis management	0.08	0.80
5	Steps of crisis management	0.79	0.86
	Total scale	0.82	0.85

3.5 The Main experiment:

After the completion of the procedures to build the scale and the extraction of sound foundations The main application was conducted on the research sample representing the Middle Euphrates clubs (170) in the halls and squares of the clubs of the Middle Euphrates target for the period from 15/7/2018 to 10/8/2018, as all testing requirements were provided, the tools are designed to ensure the accuracy of the answer on the scale, with the configuration of the auxiliary staff.

After completing the application, the researcher categorized the results and analyzed them statistically to identify the individuals and divide them into two groups according to their leadership positions (administrative - technical) according to the mean of the scale (110) grade of the number of paragraphs The standard of (55) paragraphs with correction keys (3, 2, 1) If the number of personnel (administrative) (80) individual. And (90) individuals distributed in the center (technical) distributed to the target clubs.

4 Results and Discussion:

Table (2) Shows the differences between the arithmetic mean and the satisfying medium of the negotiation skill scale and management of crises in the sports field.

No.	Samples individuals	No.	The hypothesis mean	Skills scale		Accounted T value	Significance
				S	A		
1	Administrators	80	110	103.69	11.42	5.34	0.00
2	Technicians	90	110	98.66	9.83	7.65	0.00
	The total sample	170	110	101.65	15.43	6.54	0.00

In order to discuss these results in light of the frame of reference and theoretical adopted by the researcher, the researcher sought to compare the level of negotiation skills and to manage the crises completely for the members of the research sample (Administrators and technicians) as the arithmetic mean of the responses of individuals appeared on a scale Negotiation and Crisis Management Skills for Sample Members (Administrators) (103.69) with a standard deviation (11.42) while the arithmetic mean of individual responses on the negotiation skills and crisis management scale (9.83). When using T for two independent samples, the calculated value (4.59) was shown to be a function at a level of significance (0.00).

The researcher attributed these differences between the technicians and administrators that the administrators are the most dealing with the crises faced by the club, which is the big role for them, which is reflected in their possession of negotiating skills better than the technicians even if the overall level indicates a decline from the overall rate. Many studies indicate that the negotiation skills are well refined through practice and friction with the crises directly, and this shows the difference between the administrators and technicians comes from the nature of their work as we find that technicians are always their field work away from the administration in part of the administrative leaders.

5. CONCLUSIONS:

Based on the obtained results by the researcher, the following conclusions were reached:

- 1 - The level of negotiation skills and crisis management is low among the leaders (administrative - technical) of the Middle Euphrates clubs.

2 - The level of negotiation skills and crisis management of the leaders (managers) better than the level of negotiation skills of leaders (technicians).

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