

دراسة تحليلية لواقع اداء القيادة الادارية في المخيمات القطرية التابعة لوزارة التربية

استلام البحث: ٢٠٢٥/١/١٢

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ahmedmasterall@gmail.comdu.iq**ملخص البحث**

هدف البحث الى بناء وتطبيق والتعرف على مقياس دراسة تحليلية لواقع اداء القيادة الادارية في المخيمات القطرية التابعة لوزارة التربية. تكونت عينة البناء من ١٢٨ قائد كشفي، وتم تقسيم العينة الى ثلاثة عينات: عينة التجربة الاستطلاعية (٥) افراد عينة البناء (٧٠) فرد عينة التطبيق (٥٣) فرد. انتهج الباحثان المنهج الوصفي بالأسلوب المسحي. وقام الباحثان بعملية التحليل الاحصائي لعبارات المقياس للتأكد من توافر الشروط العلمية للمقياس المتمثلة بالصدق والثبات، واعتمد الباحثان طريقة (Likert) في بناء استبانة المقياس وتكون المقياس من (٢٨) عبارة موزعة على (٥) مجالات، بالصيغة النهائية بعد عملية البناء. بعدها تم تطبيق المقياس النهائي على عينة التطبيق وتم الوصول الى النتائج ومناقشتها بالأساليب العلمية وصولاً لتحقيق اهداف البحث الكلمات المفتاحية (برنامج ارشادي وفق المرونة المعرفية، الميثة انفعالية)

الكلمات المفتاحية: دراسة تحليلية، القيادة الادارية، المخيمات الكشفية، وزارة التربية.

An analytical study of the reality of the performance of administrative leadership scout camps affiliated with the Ministry of Education in the Diameter Camp

Haydar jabaar einad

General Directorate of Education Baghdad /
First Rusafa

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Karkh II**Abstract**

The research aimed to build, apply and identify a scale for an analytical study of the reality of administrative leadership performance in Qatari scout camps affiliated with the Ministry of Education. The construction sample consisted of 128 scout leaders, and the sample was divided into three samples: the exploratory experiment sample (5) individuals, the construction sample (70) individuals, and the application sample (53) individuals. The researchers adopted the descriptive approach using the survey method. The researchers conducted a statistical analysis of the scale phrases to ensure the availability of the scientific conditions for the scale, represented by validity and reliability. The researchers adopted the Likert method in constructing the scale questionnaire, and the scale consisted of (28) phrases distributed over (5) fields, in the final form after the construction process. After that, the final scale was applied to the application sample, and the results were reached and discussed using scientific methods to achieve the research objectives.

Keyword (Analytical study, administrative leadership, scout camps, Ministry of Education)

1- Introduction

Administrative leadership is one of the essential elements for achieving success in institutions and organizations, as it plays a pivotal role in directing individuals towards achieving the desired goals efficiently and effectively. Within the framework of the Ministry of Education, Qatari scout camps constitute a unique educational and pedagogical environment that enhances educational and social values among young people and contributes to developing their leadership and organizational skills. From this standpoint,

managing these scout camps requires administrative leadership that is distinguished by its efficiency and ability to achieve a balance between educational and administrative goals. This study aims to analyze the level of administrative leadership in Qatari scout camps affiliated with the Ministry of Education, by evaluating various administrative aspects, such as planning, organization, decision-making, and effective communication. The study also seeks to identify strengths and weaknesses in administrative performance, and to provide recommendations that contribute to enhancing the efficiency of administrative leadership in these camps, in a way that supports the achievement of their educational and social goals. This study gains its importance from the urgent need to develop administrative leadership methods in scout camps, especially in light of the increasing challenges facing the educational sector. Through this study, the researcher hopes to provide a scientific addition that contributes to improving administrative practices and enhancing the role of scout camps as an effective tool for building an aware generation capable of leadership in the future.

Administrative leadership is a key factor in the success of the Qatari Scout Camps affiliated with the Ministry of Education, as the effectiveness of these camps depends on the ability of administrative leaders to achieve educational, organizational, and social goals. However, preliminary observations and related studies show that there are challenges facing administrative performance in these camps, related to weak planning, deficiencies in leadership skills, and the absence of effective follow-up and evaluation mechanisms. The lack of a clear vision to evaluate the reality of administrative leadership in these camps raises questions about the level of administrative performance and its efficiency in achieving the desired goals. Administrative challenges may also lead to weak investment of available capabilities, which negatively affects the quality of scouting programs and their outcomes. Accordingly, the research problem is defined in the following question: What is the reality of administrative leadership performance in the Qatari Scout Camps affiliated with the Ministry of Education.

2- Purpose of the study:

The study aims to build and apply an analytical study scale for the reality of the performance of administrative leadership in Qatari scout camps affiliated with the Ministry of Education, and to identify the reality of the performance of administrative leadership in Qatari scout camps affiliated with the Ministry of Education.

3- Method and procedures:

3-1 Sample

The research community was selected from the scout leaders who obtained the wooden badge in Baghdad, males and females, numbering (128) scout leaders in the General Directorates of Education (Scouting Education Divisions) affiliated with the Ministry of Education. The construction sample also consisted of 128 scout leaders, i.e. 100% of the research community, as shown in the following table:

Table (1) shows the size of the community and its sample

Number of leaders	The province	Number
٢٨	Baghdad Al-Rusafa I	١
١٤	Baghdad Al-Rusafa II	٢
٢٣	Baghdad Al-Rusafa III	٣
١٥	Baghdad Al-Karkh I	٤
٢٩	Baghdad Al-Karkh II	٥
١٩	Baghdad/Al-Karkh III	٦
١٢٨	Total	

Table (2) shows the distribution of the research sample

Sample scale application	Scale construction sample	Exploratory experiment sample	Sample
٥٣	٧٠	٥	١٢٨
%٤١,٤٠٦	%٥٤,٦٨٧	%٣,٩٠٦	%

3-2 Study design:

The researcher adopted the descriptive approach using the survey method because it is suitable for the nature of the research.

3-3 Variables studied:

3-3-1 Scale of the reality of administrative leadership performance in scout camps:

Due to the lack of a suitable measuring tool to measure the reality of administrative leadership performance in the Qatari scout camps affiliated with the Ministry of Education, the researchers built the scale according to the following:

3-3-1-1 Formulation of the fields: A number of fields specific to the study were formulated, numbering (5) fields.

3-3-1-2 Formulating the statements: A number of (35) statements were formulated for the scale, distributed across the domains.

Table (3) shows the experts' agreement on the fields

N	Domain name	Suitable	Not suitable	percentage	The result
١	Planning	Suitable	-	%٨٨,٨٨	acceptable
٢	Decision-making	Suitable	-	%١٠٠	acceptable
٣	Communication	Suitable	-	%٧٧,٧٧	acceptable
٤	Resource management	Suitable	-	%١٠٠	acceptable
٥	Motivating scout teams	Suitable	-	%٨٨,٨٨	acceptable
٦	Evaluation and follow-up	Suitable	-	%١٠٠	acceptable
٧	General leadership	Suitable	-	%٨٨,٨٨	acceptable

3-3-1-3 Scientific foundations for building the scale:

3-3-1-3-1 Validity of the scale: The researcher used several types of validity to verify the scale:

A- Apparent validity: The researcher prepared a questionnaire containing the domains and phrases of the scale, and it was presented to experts and specialists, to express their opinions on the validity of the domains and phrases in measuring the phenomenon required to be measured, with the validity of the answer alternatives. The total number of phrases was (35) phrases representing the initial formula of the phrases. The researcher relied on the Likert method in constructing the scale questionnaire, and based on that, a five-point scale was used to express the extent of agreement with each phrase. The domains and phrases were presented to a group of experts and specialists, numbering (9) experts, and all the domains and phrases were selected.

B- Following the procedures mentioned, the researchers conducted a pilot study on a sample of (5) individuals, for the period (12/8/2024) until (15/8/2024). The purpose of this study was to create appropriate conditions for applying the main test to the construction and application sample, to ensure the sample's understanding of the scale phrases, and to avoid any errors or difficulties during the application during the main test of the research.

C- Construct validity: This type of validity is achieved by conducting statistical analysis of the statements. The researcher verified this by extracting the following indicators:

First: The discriminating power of the phrases: To achieve this, the researcher adopted the two-party group method in calculating the discriminating power of the phrases using the (T-Test) test for independent samples (**12: 15**). The aim of analyzing

the phrases is to keep the phrases with high discrimination, which are the good phrases in the scale **(8: 19)**. Experts indicate that the percentage (27%) of the lower group and (27%) of the upper group is the best percentage by which we obtain the highest discrimination coefficients **(1: 18)**. Therefore, the (T-Test) test was used to indicate the differences in the arithmetic means between the lower and upper groups. It was found that all the phrases are statistically significant at a significance level of (0.05), as shown in Table.(٤)

Table (٤) shows the discriminating ability of the scale's statements.

Result	Sig	Test value	S.t d	Mean	Group	Number
positive	, , , ,	-14.237	.68825	2.1579	Lower	١
			.41885	4.7895	Top	
positive	, , , ,	-16.264	.73349	2.2632	Lower	٢
			.00000	5.0000	Top	
positive	, , , ,	-14.851	.83421	2.1579	Lower	٣
			.00000	5.0000	Top	
positive	, , , ,	-20.090	.58239	2.3158	Lower	٤
			.00000	5.0000	Top	
positive	, , , ,	-17.436	.67104	2.3158	Lower	٥
			.00000	5.0000	Top	
positive	, , , ,	-12.818	.84119	2.5263	Lower	٦
			.00000	5.0000	Top	
positive	, , , ,	-11.534	.89508	2.6316	Lower	٧
			.00000	5.0000	Top	
positive	, , , ,	-13.961	.77233	2.5263	Lower	٨
			.00000	5.0000	Top	
positive	, , , ,	-18.520	.60698	2.4211	Lower	٩
			.00000	5.0000	Top	
positive	, , , ,	-16.896	.65338	2.2632	Lower	١٠
			.22942	4.9474	Top	
positive	, , , ,	-20.804	.50726	2.5789	Lower	١١
			.00000	5.0000	Top	
positive	, , , ,	-12.818	.84119	2.5263	Lower	١٢
			.00000	5.0000	Top	
positive	, , , ,	-12.238	.78733	2.7895	Lower	١٣
			.00000	5.0000	Top	
positive	, , , ,	-11.275	.83421	2.8421	Lower	١٤
			.00000	5.0000	Top	

positive	٠,٠٠٠	-10.500	.91766	2.7895	Lower	١٥
			.00000	5.0000	Top	
positive	٠,٠٠٠	-9.247	.94281	3.0000	Lower	١٦
			.00000	5.0000	Top	
positive	٠,٠٠٠	-9.816	.95819	2.8421	Lower	١٧
			.00000	5.0000	Top	
positive	٠,٠٠٠	-7.869	1.07877	3.0526	Lower	١٨
			.00000	5.0000	Top	
positive	٠,٠٠٠	-17.436	.67104	2.3158	Lower	١٩
			.00000	5.0000	Top	
positive	٠,٠٠٠	-15.615	.74927	2.3158	Lower	٢٠
			.00000	5.0000	Top	
positive	٠,٠٠٠	-15.280	.63060	2.7895	Lower	٢١
			.00000	5.0000	Top	
positive	٠,٠٠٠	-20.804	.50726	2.5789	Lower	٢٢
			.00000	5.0000	Top	
positive	٠,٠٠٠	-16.191	.47140	3.0000	Lower	٢٣
			.22942	4.9474	Top	
positive	٠,٠٠٠	-10.205	1.01163	2.6316	Lower	٢٤
			.00000	5.0000	Top	
positive	٠,٠٠٠	-18.222	.70504	2.0526	Lower	٢٥
			.00000	5.0000	Top	
positive	٠,٠٠٠	-12.605	.78733	2.2105	Lower	٢٦
			.41885	4.7895	Top	
positive	٠,٠٠٠	-21.247	.47757	2.3158	Lower	٢٧
			.31530	5.1053	Top	
positive	٠,٠٠٠	-13.961	.77233	2.5263	Lower	٢٨
			.00000	5.0000	Top	
positive	٠,٠٠٠	-17.625	.61178	2.5263	Lower	٢٩
			.00000	5.0000	Top	
positive	٠,٠٠٠	-12.239	.67104	2.6842	Lower	٣٠
			.37463	4.8421	Top	
positive	٠,٠٠٠	-12.650	.65784	2.1053	Lower	٣١
			.51299	4.5263	Top	
positive	٠,٠٠٠	-24.817	.58239	1.6842	Lower	٣٢
			.00000	5.0000	Top	
positive	٠,٠٠٠	-25.125	.61178	1.4737	Lower	٣٣
			.00000	5.0000	Top	

positive	٠,٠٠٠	-17.285	.59726	2.6316	Lower	٣٤
			.00000	5.0000	Top	
positive	٠,٠٠٠	-20.804	.50726	2.5789	Lower	٣٥
			.00000	5.0000	Top	

We find from the table above that all the scale statements are statistically significant at a significance level of (٠,٠٥).

Second: Internal consistency coefficient:

Internal consistency aims to verify the extent of homogeneity and consistency of the phrases in studying the phenomenon under study (5: 19). The researcher extracted this indicator by using Pearson's correlation coefficient between the phrase score and the total score of the scale and for all members of the sample consisting of (70) scout leaders, and Table No. (٥) shows this.

Table (5) shows the correlation coefficient between the statement score and the total score of the scale.

Result	Sig	simple correlation coefficient	Number
positive	0.000	.584**	1
positive	0.000	.454**	2
negative	٠,١١٥	٠,٧٠٩	3
positive	0.000	.654*	4
positive	0.000	.489**	5
positive	0.000	.890**	6
positive	0.000	.590**	٧
negative	٠,١١٠	٠,٧١٥	٨
positive	0.000	.482**	٩
positive	٠,٠٠١	.598**	١٠
positive	0.000	.596**	١١
negative	٠,٠٦٦	٠,٧٨٣	١٢

positive	0.000	.643**	١٣
positive	0.000	.546**	١٤
negative	٠,٠٧٣	٠,٧٧١	١٥
positive	0.000	.365**	١٦
positive	0.000	.567**	١٧
positive	0.000	.857**	١٨
positive	0.000	.457**	١٩
positive	0.000	.876**	٢٠
positive	0.000	.261**	٢١
negative	٠,١١٤	٠,٧١٠	٢٣
positive	0.000	.345*	٢٤
negative	٠,١٨٤	٠,٦٢٦	٢٥
positive	0.000	.390**	٢٦
positive	0.000	.450**	٢٧
positive	0.000	.514**	٢٨
positive	0.000	.456**	٢٩
positive	0.000	.678**	٣٠
positive	0.000	.890**	٣١
positive	0.000	.908**	٣٢
positive	0.000	.876**	٣٣
negative	٠,١٣٧	٠,٦٨١	٣٤
positive	0.000	.654**	٣٥

We find that all the scale phrases are statistically significant except for phrases (3, 8, 12, 15, 23, 25, 34), which are not significant at a significance level of (0.05), so they were raised.

3-3-1-3-1 Scale stability:

The researcher verified the reliability of the scale using the Cronbach's alpha coefficient by using the Statistical Package for the Social Sciences (SPSS). A good scale is one that is reliable (4: 18). When applying this coefficient to the construction sample of (70) scout leaders, it was found that the reliability coefficient is (0.870), which is a high value for reliability at a significance level of (0.05).

3-3-2 The scale in its final form:

The scale settled in its final form on (28) statements distributed over (5) domains, and the appropriate weight was determined for each response according to the Likert scale (strongly agree, agree, neutral, disagree, strongly disagree) (6: 20).

3-4 Scale application:

After the scale was constructed, the researcher applied the final version of the scale to the research sample, which numbered (53) scout leaders, for the period from (10/23/2024) to (٢٠٢٤/١٤/١١).

4- Results and discussion:

Table (٦) shows the presentation of statistical data for the research sample specifications.

skewness	S.t d	Mean	Search scale
٠,٥٠٨	١٢,٣٢١	١٠٥,٠٥٦	Administrative leadership

The administrative leadership scale consisting of (28) statements was applied to the application sample numbering (53) individuals. To calculate the significance of the questionnaire, the hypothetical arithmetic mean of the questionnaire was found by applying the following law (9: 178):

Hypothetical mean = (total of alternatives ÷ highest score for alternative) X number of scale items

Therefore, the hypothetical mean for the questionnaire as a whole = $(1+2+3+4+5) \div 5 \times 28 = 84$

Table (٧) shows the arithmetic mean, hypothetical mean, standard deviation, calculated (T) value, true significance, and type of difference.

Result	Sig	Test value	S.t d	Mean	Search scale
positive	٠,٠٠٠	١٢,٤٤١	١٢,٣٢١	١٠٥,٠٥٦	Administrative leadership

The results of the table above showed that the arithmetic mean was (105.056) degrees with a standard deviation of (12.321) and the hypothetical mean was (84). Since the arithmetic mean was higher than the hypothetical mean, this means that the difference is significant and in favor of the arithmetic mean of the sample. To determine the significance of the differences between the arithmetic and hypothetical means, the researcher used the t-test and the results showed that there was a statistically significant difference between the means of (0.000) at a significance level of (0.005).

The results indicate the efficiency of administrative leadership in developing effective organizational plans. This reflects the existence of a flexible work system that contributes to achieving planned goals. Successful administrative leadership is a key factor in organizing scouting activities and defining roles and responsibilities in a way that achieves harmony in performance." (11: 54)

Good administrative performance provides greater opportunity to promote Scouting values such as cooperation, discipline and responsibility. Positive results can be seen in increased student engagement and enhanced team spirit. Scout camps provide an ideal environment for implementing transformational leadership that directly impacts participant behaviour and enhances team spirit." (7: 92)

Good management performance contributes to the optimal use of human and material resources, which leads to improved quality of activities. "Efficient resource management in scouting activities contributes to achieving greater educational and developmental goals for participants." (2: 35)

Positive results indicate that administrative leadership has been able to achieve set goals, such as developing students' leadership and social skills. "Scout camps are a unique educational opportunity that enhances life and leadership skills through the application of effective administrative strategies." (3: 78)

Positive analysis results may indicate that administrative leadership has successfully engaged various stakeholders such as students, coaches, and supervisors. "Involving stakeholders in scouting activities improves work dynamics and fosters shared responsibility." (10: 79)

5- Conclusions

- The administrative leaders in the scout camps demonstrated a high ability to plan and implement activities in line with educational objectives, reflecting their awareness of the requirements of scouting work and its importance in youth development.

- The good performance of the administrative leadership contributed to enhancing scouting values among the participants, such as cooperation, discipline and team spirit, which shows the importance of motivational administrative methods in educational activities.
- The results demonstrated the ability of the administrative leadership to organize resources effectively, whether human (trainers and supervisors) or material (equipment and facilities), which led to providing a successful and comprehensive scouting experience.
- The administrative leadership contributed to creating a cooperative environment within the camps through continuous communication and involving different parties in decision-making and implementing activities.
- Good administrative performance contributed to developing the participants' leadership and social skills, which highlights the role of scouting camps as an educational tool for youth development.

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Recommendations:

1. It is preferable to conduct a comprehensive assessment of the organizational and administrative environment in scout camps, such as: resource provision, internal organization, and the role of communication between leaders and scouts. This will help identify areas that need improvement or development.
2. Based on the results that may appear, workshops and training courses can be organized for administrative leaders in scout camps with the aim of developing their skills in administrative leadership, time management, planning and organization, and problem solving.
3. It is recommended to improve communication between administrative leaders in scout camps. A periodic communication system can be implemented between leaders to exchange experiences and provide constructive feedback on administrative performance in camps.
4. Through research, a long-term strategic plan can be developed to improve administrative performance in scout camps. The plan includes identifying goals

and the resources needed to achieve them, in addition to effective evaluation tools and methods.

5. It is recommended to encourage administrative leaders to participate in international scouting activities, as this will contribute to developing their leadership and administrative skills by learning about the experiences of other countries and applying best practices in Qatari scout camps.

Appendix (1) shows the names of the experts

N	Name and scientific title	Specialization	Workplace
١	Salah Wahab Shaker	Sports Management	College of Physical Education and Sports Sciences / University of Baghdad
٢	Abbas Ali Adhab	Tests and Measurements	College of Physical Education and Sports Sciences / University of Baghdad
٣	Ali Sobhi	Sports Psychology	College of Physical Education and Sports Sciences / University of Baghdad
٤	Mohsen Ali Naseef	Sports Management	College of Physical Education and Sports Sciences / University of Baghdad
٥	Thamer Hammad Raja	Sports Management	College of Physical Education and Sports Sciences / University of Baghdad
٦	Ahmed Dhari Hani	Sports Psychology	College of Physical Education and Sports Sciences / University of Baghdad
٧	Mohammed Qusay Mohammed	Sports Management	College of Physical Education and Sports Sciences / University of Baghdad
٨	Khansa Sabry Mohammed Ali	Tests/Scouts	Ministry of Education / Directorate of Education of Rusafa / 2

٩	Nebras Munther	Assistant Director of the Scout Department	Ministry of Education / General Directorate of Physical Education and School Activities / Department of Scouting Education
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Appendix (2) Scale questionnaire in its initial form

Stro ngly disa gree	Disa gree	Neu tral	Agr ee	Stro ngly agr ee	Phrases	N
Planning						
					The leadership sets a clear future vision for the activities of the scout camps.	١
					The work plans are prepared in consultation with the team members.	٢
					The plans are flexible enough to meet the urgent changes.	٣
					The leadership takes into account the needs of the participants when planning the activities.	٤
					The leadership relies on scientific criteria to determine the objectives of the scout camps.	٥
Decision making						
					Decisions are made based on available data and information.	٦
					Leadership involves members in the process of making important decisions.	٧
					Decisions are clear and easy for everyone to understand.	٨
					Decisions are made quickly when faced with emergency situations.	٩
					Leadership relies on innovative approaches to problem solving.	١٠
communication						

					The leadership communicates effectively with participants through meetings and training sessions.	١١
					The leadership responds promptly to participants' inquiries.	١٢
					Clear and understandable instructions are given by the leadership to all individuals.	١٣
					The leadership provides technological means to improve communication within the camps.	١٤
					The leadership transfers information in an organized and accurate manner between different administrative levels.	١٥
Resource management						
					Financial resources are used effectively to achieve objectives.	١٦
					The leadership provides a suitable working environment for camp participants.	١٧
					Human resources are managed in a way that ensures maximum utilization of individuals' skills.	١٨
					The leadership works to provide the necessary tools and equipment for camp activities.	١٩
					Resources are distributed fairly among the various scout teams.	٢٠
Motivating scout teams						
					The leadership provides motivational programs to develop the skills of the participants.	٢١
					The leadership encourages creativity and innovation in scouting activities.	٢٢
					The leadership shows appreciation for the achievements of individuals and groups.	٢٣
					The leadership provides opportunities for participants to develop personally and professionally.	٢٤
					The leadership provides regular training programs to improve the performance of the participants.	٢٥

Evaluation and follow-up					
					Periodic reviews are conducted to assess the extent to which camp objectives are being achieved. ٢٦
					Leadership relies on performance reports to improve future work. ٢٧
					Participants are involved in the evaluation process of activities. ٢٨
					Professional mechanisms are in place to follow up on the implementation of activities. ٢٩
					Continuous feedback is provided to participants to improve their performance. ٣٠
General Command					
					Periodic reviews are conducted to assess the extent to which the camp objectives are being achieved. ٣١
					The leadership relies on reports that demonstrate the leadership's commitment to the Scouting values while working. ٣٢
					The leadership is transparent and honest in dealing with others. ٣٣
					The leadership seeks to promote team spirit and teamwork among participants. ٣٤
					The leadership is keen to represent the Scout camps appropriately before official bodies. ٣٥

Appendix (3) The final version of the scale questionnaire

Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Phrases	N
					The leadership sets a clear future vision for the activities of the scout camps.	١

					Work plans are prepared in consultation with the team members.	٢
					The leadership takes into account the needs of the participants while planning the activities.	٣
					The leadership relies on scientific criteria to determine the objectives of the scout camps.	٤
					Decisions are made based on available data and information.	٥
					The leadership involves members in the process of making important decisions.	٦
					Decisions are made quickly when facing emergency situations.	٧
					The leadership relies on innovative methods in solving problems.	٨
					The leadership communicates effectively with the participants through meetings and training courses.	٩
					Clear and understandable instructions are given by the leadership to all individuals.	١٠
					The leadership provides technological means to improve communication within the camps.	١١
					Financial resources are used effectively to achieve the goals.	١٢
					The leadership provides a suitable work environment for the participants in the camps.	١٣
					Human resources are managed in a way that ensures maximum utilization of the skills of individuals.	١٤
					The leadership works to provide the tools and equipment necessary for the camp activities.	١٥
					Resources are distributed fairly among the various scout teams.	١٦
					The leadership provides incentive programs to develop the skills of the participants.	١٧

					The leadership encourages creativity and innovation in scouting activities.	١٨
					The leadership provides opportunities for participants to develop personally and professionally.	١٩
					Periodic reviews are conducted to assess the extent to which camp objectives are being achieved.	٢٠
					Leadership relies on performance reports to improve future work.	٢١
					Participants are involved in the process of evaluating activities.	٢٢
					Professional mechanisms are in place to follow up on the implementation of activities.	٢٣
					Participants are provided with continuous feedback to improve their performance.	٢٤
					Leadership demonstrates its commitment to Scouting values while working.	٢٥
					Leadership is transparent and honest in dealing with others.	٢٦
					Leadership seeks to foster team spirit and teamwork among participants.	٢٧
					Leadership works to build positive relationships with the local communities surrounding the camps.	٢٨