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The quality of administrative decision-making and its relationship to the organizational performance of administrative leaders in the departments of sports and scouting activity in the governorates of central and southern Iraq

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ABSTRACT

Due to the importance of the quality of the administrative decision taken in supporting the organizational performance of the administrative leaders of the sports and scouting activity sections, which helps to develop the efficiency of performance, the current study came through which we try to show the role played by the quality of administrative decision-making and its relationship to the organizational performance of the administrative leaders in the departments of sports and scouting activity in the governorates of central and southern Iraq. The importance of research lies in the fact that it contributes to focus something important that has not been taken due by previous research, it shows the quality of administrative decision-making and its relationship to organizational performance, which may be a turning point in the departments of sports and scouting activity if it is implemented.

In order for the researcher to achieve the desired goals, the researcher used the (descriptive approach) in the survey method and correlation relationships, while the research tools were the administrative leaders in the sports and scouting activities sections, which numbered (45) leaders, in addition to the means of data collection and after a series of field steps that were to ensure the validity of the The quality of administrative decision-making and organizational performance, where the researcher baptized the research procedures, where the researcher used appropriate statistical means to address those results in line with the current study to achieve the goals, the researcher also found that the quality of administrative decision-making and its relationship to the organizational performance of administrative leaders in the departments of sports and scouting activity in the governorates of central and southern Iraq is related to a real relationship with performance Organizational.

Keywords:

quality of decision-making,
organizational performance.

1- Definition of research

1.1 Introduction and importance of research:

If management is the essence of the success of the sports and scouting activity departments, the quality of administrative decision-making and its relationship to organizational performance is the basis of every success in the administrative process, but it is the beating heart of it because it is considered the secret of its success, as this study tried to identify the extent of influence and development that accompanies the sections of sports and scouting activity according to the research variables, occupied the concept of the quality of administrative decision-making and its relationship to the organizational performance of administrative leaders in the departments of sports activity And scouting in the provinces of central and southern Iraq a major place within the multiple roles of it, it has become recognized that the administrative leaders in the departments of sports activities and scouting must actually be leaders and administrators at the same time, so every administrative leader to be familiar with the tasks of his administrative work and functional relations between him and his colleagues that are governed by his role in order to perform the good duties that he supervises, the problem of research was the researcher's attempt to answer this question:(What is the relationship between the quality of administrative decision-making and the organizational performance of the administrative leaders of the sports and scouting activity departments?). The importance of research lies in knowing the relationship between the quality of administrative decision-making and organizational performance, all this emphasizes the importance and necessity of paying attention to such sensitive topics in the field of management in order to remove obstacles in the way of everyone who aspires to a leadership position. The human field was: Administrative leaders in the departments of sports activities and scouting in the governorates of central and southern Iraq. As for the time field, it was for the period from (2/8/2024) until (8/12/2024), while its spatial field was the sections of sports and scouting activities in the governorates of central and southern Iraq.

1.2 Purpose of the study:

(What is the relationship between the quality of administrative decision-making and the organizational performance of the administrative leaders of the sports and scouting activity departments)?

2- Research methodology and field procedures

2.1 Research Methodology:

The researcher used the descriptive approach and correlation relations to suit his nature of the research, and survey studies use various scientific research tools in order to obtain the

necessary information and data such as observation, tests, questionnaire, interview, and to reach the results of the study the researcher used the statistical bag spss.

2.2 Research community and sample:

The research community, which was represented by the administrative leaders in the governorates of central and southern Iraq, numbering (45) leaders distributed over (9) sections, the sample was selected in a simple random way, where their number was (20) administrative leaders for the application and the sample was chosen to prepare the two scales in a simple random way and their number was (20) members, while the sample that was chosen for the exploratory experiment, which preceded the main experiment, was their number (5) Member, through which the researcher identified the obstacles he faces during the application and tried to address them.

2.2.1 Steps to implement the research (procedures for preparing the scale)

2.2.1.1 Determination of the subject of the scale

The first step taken by the researcher is to determine the subject of the scale, where the researcher deliberately determined the subject of the scale in an understandable and clear manner by identifying the subject to be studied by identifying the extent to which the quality of administrative decision-making is owned by the administrative leaders in the departments of sports and scouting activity in the governorates of central and southern Iraq.

2.2.1.2 Determination of the objectives and tools of the scale

After the researcher deliberately determined the subject of the two scales, the goal behind the preparation of the scales was determined, in order to achieve the objectives of the research, it is necessary to determine the appropriate tools through which data and information related to the research can be collected. To answer them, tools are those means used by the researcher to obtain information" (2:27).

Where the researcher used a questionnaire to find out the quality of administrative decision-making and organizational performance, where the researcher presented the modified form to a number of experts and specialists, where their number was (21) experts and specialists on the standards of the study and consisted of four dimensions (administrative skills, scientific and intellectual, leadership personality, human and social relations) for the measure of the quality of administrative decision-making, as in the table below.

Table (1)

Shows the percentage of opinions of experts and specialists in determining the areas of the quality measure of administrative decision-making

| Percentage | Excluded | Expert opinions | | domains | t |
|------------|----------|-----------------|---------|---------|---|
| | | Disagree | I agree | | |

| | | | | | |
|--------|---|---|----|------------------------------------|---|
| 90.47% | - | 2 | 19 | Management skills | 1 |
| 95.23% | - | 1 | 20 | Scientific and intellectual | 2 |
| 100% | - | - | 21 | Leadership Personality | 3 |
| 95.23% | - | 1 | 20 | Human and social relations | 4 |

Table (1) shows that the percentage of the opinions of specialists ranged between (90% - 100%) on the appropriateness of the areas of the measure of the quality of administrative decision-making, and based on those opinions, the areas of the scale were approved, which were approved on an agreement by (90%) and above, and the alternatives to the answer are quintuple (strongly agree, agree, neutral, disagree, strongly disagree) The answer alternatives were given grades (5, 4, 3, 2, 1), and after the approval of experts and specialists On the proposed areas, the researcher presented the paragraphs to them as well, where the list consisted of (20) paragraphs, and the scale has settled in four areas, administrative skills and the number of paragraphs (5) and the highest degree on the field of the first (25) and the lowest degree (5) As for the field of scientific and intellectual, the number of paragraphs (5) paragraphs and the highest degree on the field of the first (25) and the lowest degree (5), either the field of leadership personality (5) paragraphs and the highest degree (25) degree and the lowest degree (5), either the field of human and social relations (5) paragraphs The highest degree (25) and the lowest degree (5) and Appendix (1) shows that, to ensure the sincerity of the content The researcher presented the list to a number of experts in the field of management and organization to ensure the validity and integrity of the paragraphs and their opinion of the appropriateness of the proposed five-year scale, the research used the measure of the quality of administrative decision-making, which was prepared by Akram Youssef Muhammad (45:1), where some amendments were made to the paragraphs of the administrative decision-making quality scale that represent each dimension and some of them were deleted according to the opinion of experts and the appendix (1). And used in the researcher organizational performance scale prepared by Duha (26:3) and consisting of (18) paragraph and Appendix (2) shows that, where all paragraphs were formulated to identify organizational performance so they were on the degree of the scale (90) and the lowest degree (18).

When drafting the paragraphs, the researcher adopted the following points:

- The paragraph should have a specific and only one meaning.
- The language for each paragraph should be correct and clear.
- Do not use difficult phrases.
- The researcher should formulate all paragraphs in the first person.

2-3 Variables studied:

The researcher studied the variables of the quality of administrative decision-making and organizational performance has prepared two special measures in the form of a questionnaire

that includes four areas of the measure of the quality of administrative decision-making are (administrative skills, scientific and intellectual, personal leadership, human and social relations), and the researcher conducted an exploratory experiment for the main experience to overcome the obstacles that may face him and know the extent of understanding and clarity of the phrases was applied to the initial sample and their number (5) from the research community using the method of testing, re-testing and application and then judging the results of Analysis of the two tests using the Pearson correlation coefficient, and it was carried out for the period from 24/8/2024 to 30/8/2024, through which the most important difficulties that the researcher may face were diagnosed and overcome, and it was also clear that the instructions are clear and the phrases are understandable to the sample.

2.4 Tests studied

First: Honesty:

Content Truthfulness: The researcher extracted the truthfulness of the content, which is based on the extent to which this test represents the phenomenon that he wants to measure (the quality of administrative decision-making and organizational performance) of administrative leaders in the governorates of central and southern Iraq, and through the questionnaire that was distributed to (21) specialists, in which they indicated the validity of the test through the following: (The test is considered valid if he achieves (100%) of the total opinions of experts and specialists to agree on the representation of this test for the phenomenon he wants to measure).

After the researcher collected and unloaded the data, the researcher used the test (Ka2), where the results showed the acceptance of the test to achieve values greater than the tabular value of (3.84) and at the degree of freedom (1), and the level of significance (0.05) and table (2) shows the validity of this test.

Table 2
Shows the validity of the measures of the quality of administrative decision-making and organizational performance

| Significance of the difference | Value (Ka2) | | Number of answers | | audition |
|--------------------------------|-------------|------------|-------------------|-----|---|
| | Tabular | Calculated | It doesn't fit | Fix | |
| Moral | 3.84 | 21 | - | 21 | Quality of administrative decision-making |
| Moral | 3.84 | 21 | - | 21 | Organizational performance |

Discriminatory ability, quality of administrative decision-making and organizational performance:

To reveal the discriminatory ability of the measures of the quality of administrative decision-making and its relationship to the organizational performance of administrative leaders in the departments of sports and scouting activity in the governorates of central and southern Iraq

Which was applied to a sample of (45) administrative leaders in the departments of sports and scouting activity in the governorates of central and southern Iraq

The researcher compared the results that appeared in the test for the rationing sample for all paragraphs fortwo scales and the researcher used the test (t), for two independent samples after they were divided into two groups, a higher group and a lower group (27%) and when comparing the value of (t) calculated between (5.330 - 8.064) for the measure of quality of administrative decision-making and between (4.193-7.578) for the measure of organizational performance with the tabular value of (2.091), and at the degree of freedom (58), and the level of significance (0.05), where the value (t) statistically significant indicator to distinguish the measures of the quality of administrative decision-making and organizational performance.

First: Internal consistency:

The other method adopted by paragraph analysis is to find the correlation between the degree of each paragraph with the total degree of the scale, "as this method is one of the most accurate means known to calculate the internal consistency of paragraphs in measuring the concept, and it also means that each paragraph of the paragraphs is going the same path as the scale as a whole." (78:4). In light of this, the researcher calculated the correlation coefficient through the correlation between the degree of each paragraph and the total degree of measures (quality of administrative decision-making, organizational performance) by calculating the Pearson correlation coefficient on the analysis sample (codification sample) consisting of (20) administrative leaders in the departments of sports and scouting activity in the governorates of central and southern Iraq, and accordingly the results of the correlation for the measure of the quality of administrative decision-making were limited between (0.527 - 0.819) and the organizational performance scale between (0.642 - 0.893) to know Statistical significance, where it was compared with the value of the tabular correlation coefficient, which amounted to (0.138) and with a degree of freedom (108) with a level of significance (0.05), where the total values of the list paragraphs were a function.

Second: Stability :

The researcher deliberately found the stability coefficient for the measures of the quality of administrative decision-making and organizational performance among the administrative leaders in the departments of sports and scouting activity in the governorates of central and southern Iraq, through the half-segmentation and extracting the correlation coefficient for the stability of half of the test, where it reached (0.826-0.872) successively the measures of the quality of administrative decision-making and organizational performance and to obtain the stability of the full test deliberately. The researcher applied the Spey-Yeerman-Brown equation and showed that the amount of Spierman-Brown (0.932-0.952) respectively the quality of administrative decision-making and organizational performance.

2.5 Main experience :

After the researcher completed the exploratory experiment and obtained the results, through which the validity of the two measures (quality of administrative decision-making and organizational performance) was found, the researcher conducted his main experiment on (13/7/2024).

2.6 Statistical means:

The researcher used a spss bag to process the data in order to show the results.

3- Presentation, analysis and discussion of results:

3-1 Statistical description of the results of the measures of the quality of administrative decision-making and organizational performance:

Table (3)
Arithmetic mean, standard deviation and standard error of the results of the measures of the quality of administrative decision-making and organizational performance

| Test (K-S) | | GS- | on | Going to- | Variables | |
|--------------------|------------|-------|--------|-----------|-----------------------------|---|
| Significance level | Calculated | | | | | |
| 0.077 | 0.979+ | 0.399 | 6.729 | 15.532 | Management skills | Quality of administrative decision-making |
| 0.061 | 0.978 | 0.378 | 6.378 | 23.440 | Scientific and intellectual | |
| 0.059 | 0.978 | 0.465 | 7.832 | 25.968 | Leadership Personality | |
| 0.182 | 0.857 | 0.464 | 7.826 | 18.951 | Human and social relations | |
| 0.192 | 0.847 | 0.850 | 14.328 | 63.507 | | Organizational |

| | | | | | | |
|--|--|--|--|--|--|-----------------|
| | | | | | | perform ance |
|--|--|--|--|--|--|-----------------|

The results that appeared in Table (3) indicated the good spread of scores for the model-building sample at all research variables, the quality of administrative decision-making, (administrative, scientific and intellectual skills, leadership personality, human and social relations), organizational performance, where the values of the level of significance that accompanied the calculated values of the (K-S) test, which all came greater than (0.05), indicated that all variables It achieved the equinox curve (normal distribution).

The small values (zero) of the standard error confirmed their good selection and validity by representing the study community of administrative leaders in the departments of sports and scouting activity in the governorates of central and southern Iraq.

3-2-1 Finding a relationship Correlation between the variables under consideration for the sample building the model:

The aim of the correlation study is to reveal the strength of the relationship between the two variables (quality of administrative decision-making, and organizational performance) among the administrative leaders in the departments of sports and scouting activity in the governorates of central and southern Iraq, the correlation that it indicates that there is a relationship between the variables studied, and to achieve the extraction of the strength of the relationship between the variables of the current study of the sample building the model, the researcher used the coefficient of Simple correlation . It must also be noted that the relationship (correlation) () between all variables, and although it is a useful research tool, but it does not tell us anything about the predictive ability of variables, in the sense that it does not tell us the cause or cause, as it does not indicate the existence of any effect of the variables that predict (the quality of administrative decision-making) on the resulting variable (organizational performance) and the high levels of linear correlation may Increase the likelihood of one of the good predictive variables may lose its significance and is dispensed with in the model, so it is not possible to adopt these relationships and undergo them when building the predictive model, so the researcher will resort to extracting model indicators for the linear regression equation to build the model.

3-3 Extraction of the values of the coefficients of the regression equation:

Table (7)

Values for the coefficients of the regression equation and the significance of the parameters of the model

| | Value (v) | Transactions |
|--|-----------|--------------|
|--|-----------|--------------|

| Statistical significance | Moral e level | Calcul ated | Coefficient values of the equation | | | Nature of laboratorie s | |
|--------------------------|---------------|-------------|------------------------------------|-----------------|--------------|-------------------------|----------------------|
| | | | Normat ive | Standar d error | Non-standard | | |
| Moral | 0.012 | 2.542 | | 8.744 | 22.225 | A | Constan t magnitu de |
| Moral | 0.001 | 3.296 | 0.126 | 0.082 | 0.269 | B1 | |
| Moral | 0.091 | 1.696 | 0.792 | 1.049 | 1.779 | B2 | |
| Moral | 0.009 | -2.615 | -0.086 | 0.060 | -0.158 | B3 | |
| Moral | 0.975 | -0.032 | -0.015 | 0.855 | -0.027 | B4 | |

It seems from Table (7) that the fixed amount indicates the relationship between the degree of organizational performance and the predictive variable of the quality of administrative decision-making, where the positive reference to the fixed amount (B1, B2, B3, B4) indicates that the relationship is direct between organizational performance and the quality of administrative decision-making) so the increase in the quality of administrative decision-making by (degree) is accompanied by an increase in organizational performance by (22.225) degrees. Returning to the same table, we find that the values of (t) calculated for the constant amount (B1, B2, B3, B4) came respectively (3.296, 1.696, -2.615, -0.032) and that the level of significance associated with them came respectively (0.001, 0.091, 0.009, 0.975) and they are less than (0.05), this means that the values of (B1, B2, B3, B4) differ greatly from zero, and that the predictive variable for the quality of administrative decision-making contributes significantly to estimating the values of the results.

The researcher also pointed out that it is necessary to take into account the standard error, which informs us about the number of values (constant amount) different when we take the number of many data samples that have to do with the independent variables (predictive), and it is noted in the table that the samples are relatively similar, ie the values of the standard error came Significantly small, which means that most samples have values of (constant amount) similar to those in the collected sample – which means there is little difference between similar samples.

From the above, we conclude that the test (t) indicated to us that the values of (constant amount) came different from zero when we compare them with the values of (constant amount) for similar samples, and when the values of the standard error came small, any small deviation from zero can reflect an important difference because (constant amount) is representative of the majority of different samples.

3.5 Discussion of the results:

From the observation of the results shown by the tables (4, 5, 6, 7), the researcher inferred that there is an impact of the quality of administrative decision-making on organizational performance, the higher the level of quality of administrative decision-

making, the higher the level of organizational performance, and the researcher attributes the direct relationship between the two variables to the quality of good administrative decision-making among administrative leaders in the departments of sports and scouting activity in the governorates of central and southern Iraq make them look at their job proudly and as a source of excitement and competition in what Among them, as it gives him the opportunity to highlight the creative abilities and energies in front of the head of the department and co-workers, which increases his confidence, and the quality of good administrative decision-making makes him more focused at work, which is clearly reflected in the latter with creativity in organizational performance, "The quality of administrative decision-making builds passion and commitment towards the institution and its goals, increases the confidence of employees in the organization, creates a sense of loyalty in a competitive environment, and provides the work environment with energy, which leads to raising the level of Performance" (3:299. The researcher also believes that the quality of administrative decision-making is an important factor" in motivating or frustrating workers, routine at work causes boredom and increased neglect and lack of proposal towards the modernization and development of the system as a result of his feeling that his work has no importance and vice versa, "whenever the work is challenging and renewed, this led to motivate individuals to creativity, innovation and contribute their creative energies and abilities that they possess successfully work and the achievement of goals' (6:376).

As the administrative leaders in the departments of sports and scouting activity in the governorates of central and southern Iraq were distinguished by emotional attractiveness in their field of specialization and as a result a good organizational reputation through exerting effort and additional time outside official working hours in order to achieve good results towards their work" The quality of administrative decision-making is one of the most important strategic assets, which can give the administrative activity competitive advantages and contribute to maintaining its distinguished performance and attracting qualified people to work in sports activity" (4:57),

They were distinguished by their sense of responsibility derived from considering the performance of the tasks entrusted to them as part of their life behavior, even if they paid themselves to bear the burden and beyond their capacity in order to bring out the work in the best way, "The quality of administrative decision-making of the institution is based on many dimensions, most notably administrative creativity, and its formation depends on the solidarity of the management of sports activity with workers to employ their innovative abilities" (2: 56). The quality of good administrative decision-making

is reflected positively on the administrative leaders directly, as it increases the degree of its impact on its work, raises the level of job satisfaction it has, increases the chances of developing its skill, knowledge and level of performance, which contributes to the success of the work and thus the quality of performance and also helps in gaining the confidence of those dealing with it and the pursuit of job competencies towards joining to work in it, "The quality of administrative decision-making is related to the ability of administrative leaders to improve their image in front of the relevant parties through continuous improvement in Achieving the quality of the products and services provided, creativity in providing them, and fulfilling their social responsibilities (5:93).

4. Conclusions and recommendations

4.1 Conclusions:

1. The percentages of quality contribution to administrative decision-making in administrative organizational performance and its relationship to organizational performance among administrative leaders in the departments of sports and scouting activity in the governorates of central and southern Iraq are large.
2. The organizational performance of the administrative leaders in the departments of sports and scouting activity in the governorates of central and southern Iraq is related to a significant relationship with the quality of administrative decision-making.

4.2 Recommendations:

1. Periodic and continuous evaluation of organizational performance, quality of administrative decision-making.

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Appendix (1)
(Measure of the quality of administrative decision-making)

| Responsiveness level | | | | | Paragraphs | |
|----------------------|----------|---------|---------|----------------|---|----|
| Strongly disagree | Disagree | neutral | I agree | Strongly agree | | |
| | | | | | The Directorate of Sports and Scouting Activities attracts jobs for those who possess a level of skill and knowledge. | 1 |
| | | | | | The Directorate of Sports and Scouting Activities provides the necessary supplies to improve the educational service. | 2 |
| | | | | | The Directorate of Sports and Scouting Activities encourages its staff to submit constructive suggestions and good ideas. | 3 |
| | | | | | The Directorate of Sports and Scouting Activity is interested in providing the best of its services to preserve the environment. | 4 |
| | | | | | The Directorate of Sports and Scouting Activities adheres to quality standards in accordance with well-studied programs and plans. | 5 |
| | | | | | The Directorate of Sports and Scouting Activities in general is impressive. | 6 |
| | | | | | The Directorate of Sports and Scouting Activities motivates its leaders to have full confidence in senior management. | 7 |
| | | | | | The Directorate of Sports and Scouting Activities is satisfied with work. | 8 |
| | | | | | The Directorate of Sports and Scouting Activities maintains strong relations with all beneficiaries. | 9 |
| | | | | | The Directorate of Sports and Scouting Activity seems to be a good place to work where efforts are worth it. | 10 |
| | | | | | The Directorate of Sports and Scouting Activities adopts new methods and methods to solve any problem. | 11 |
| | | | | | The Directorate of Sports and Scout Activities provides the requirements that push its leaders to stay and continue. | 12 |
| | | | | | Sports and scouting staff are committed to all dimensions of environmental and social responsibility. | 13 |
| | | | | | The Directorate of Sports and Scouting Activities refrains from doing any action that contradicts the morals and values of society. | 14 |

| | | | | | | |
|--|--|--|--|--|---|----|
| | | | | | The Directorate of Sports and Scouting Activities is characterized by a high degree of accuracy and reliability in the field of providing community services. | 15 |
| | | | | | The dealings of the Directorate of Sports and Scouting Activities are characterized by clarity and transparency with all parties. | 16 |
| | | | | | The Directorate of Sports and Scouting Activities monitors its performance and the level of services provided to its beneficiaries. | 17 |
| | | | | | The Directorate of Sports and Scouting Activities deserves excellence because it takes into account safety and security in all its activities and services. | 18 |
| | | | | | The Directorate of Sports and Scouting Activities adheres to all legislation and controls that enhance its reputation. | 19 |
| | | | | | The Directorate of Sports and Scouting Activities holds seminars among its leaders to invest in encouraging their intellectual energies. | 20 |
| | | | | | The Directorate of Sports and Scouting Activities works to attract talents in order to compete and grow. | 21 |
| | | | | | The Directorate of Sports and Scouting Activity has the ability to develop learning to strengthen its reputation. | 22 |
| | | | | | The Directorate of Sports and Scouting Activities benefits from the strength of the positive points of similar directorates in other governorates. | 23 |
| | | | | | Distinguished administrative leaders receive rewards that encourage improved performance. | 24 |
| | | | | | The Directorate of Sports and Scouting Activities provides an atmosphere that pushes administrative leaders to creativity and excellence. | 25 |
| | | | | | The Directorate of Sports and Scouting Activities is keen on the development of projects adopted by community organizations. | 26 |

Appendix (2)
(Organizational Performance Measure)

| Strongly disagree | Disagreeing | neutral | I agree | Strongly agree | Paragraphs | t |
|-------------------|-------------|---------|---------|----------------|---|---|
| | | | | | The leader of the Department of Sports and Scouting Activity is keen to achieve the general objectives | 1 |
| | | | | | The required work is completed on time | 2 |
| | | | | | There is an ability of the leadership of the Department of Sports and Scouting Activity to bear the burdens and responsibility at work | 3 |
| | | | | | There is a commitment and adherence to the laws and regulations of work at the leadership of the Department of Sports and Scouting Activity | 4 |

| | | | | | | |
|--|--|--|--|--|--|----|
| | | | | | There is the ability of the leadership of the Department of Sports and Scouting Activity to adapt to any emergency at work | 5 |
| | | | | | Cooperation and coordination with the leaders of the sports activity department and other scouts to perform the work | 6 |
| | | | | | The leader of the Department of Sports and Scouting Activity is keen to implement the work according to the plans and programs drawn. | 7 |
| | | | | | The Department of Sports and Scouting Activity provides appropriate training to enable them to perform their work well | 8 |
| | | | | | The administration is obliged to the quality of performance to help improve the level of performance of the leadership of the Department of Sports and Scouting Activity | 9 |
| | | | | | The Department of Sports and Scouting Activity has the ability to renew and innovate to develop work | 10 |
| | | | | | There is an ability of the leaders of the Department of Sports and Scouting Activity to correct the mistakes resulting from their performance of work | 11 |
| | | | | | The direct and continuous supervision by the administrative leaders leads to improved performance | 12 |
| | | | | | The leader of the Sports and Scouting Activity Department maintains commitment to official working hours | 13 |
| | | | | | The leader of the Department of Sports and Scouting Activity has a desire and enthusiasm to complete the work | 14 |
| | | | | | The leader of the sports and scouting activity department exerts enough time to complete the work in the right way | 15 |
| | | | | | The leader of the Department of Sports and Scouting Activities makes sufficient effort to complete the work entrusted to them in a correct manner | 16 |
| | | | | | The leader of the Sports and Scout Activity Department has full knowledge of the requirements required for the job they perform | 17 |
| | | | | | Implement the instructions and orders issued by the direct supervisor regarding the work . | 18 |