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*Analysis of the reality of model knowledge management in the faculties of physical education and sports sciences from the point of view of their professors*

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**ABSTRACT**

Building and applying the scale of analyzing the reality of knowledge management in the faculties of physical education and sports sciences from the point of view of their professors, and identifying the reality of knowledge management in the faculties of physical education and sports sciences from the point of view of their professors. The researcher adopted the descriptive approach in the survey method to suit the nature of the research. The research sample was selected. The researcher built the scale by formulating phrases, as a number of phrases were formulated for the knowledge management scale, numbering (33) phrases to obtain the results and in line with the nature of the work of the research community, after the procedures that were mentioned, the researcher conducted the exploratory experiment on a sample of (5) individuals. Then the researcher used the sincerity of the construction to verify the scale: This type of honesty is achieved by conducting statistical analysis of the statements, and the researcher verified through the use of differentiating ability and internal consistency, then the researcher used stability to ensure the stability of the scale by using the Alfa Cronbach coefficient, then the researcher applied the final scale image consisting of (31) phrases after raising two phrases in the statistical analysis process, on the research sample of (90) teaching. After that, the results were discussed and provided with scientific sources.

## 1- Definition of the research:

### 1.1 Introduction

Management and organization are one of the main pillars of the success of any institution or organization, as management is concerned with planning resources and directing efforts towards achieving goals efficiently and effectively, while organization is concerned with arranging and coordinating these efforts and resources in a way that ensures harmony and integration between the various units and activities. Management sets the vision and sets the course, while organization builds the structure that supports this vision and helps to implement it flexibly and accurately. Stephen Robbins asserts in his book *Fundamentals of Management* that the relationship between management and organization is complementary, and no organization can It succeeds without a balance between management planning and structural organization<sup>1</sup>.

Sports management is a specialized branch of management that focuses on the application of administrative principles in sports institutions and organizations, with the aim of achieving efficiency in planning, organizing, leading and controlling within the sports context. It deals with the organization of tournaments, the management of clubs and teams, the supervision of human and financial resources, as well as the marketing of sports activities and services. Sports management is important in enhancing institutional performance, achieving competitive goals, and providing an outstanding sports experience to the public and participants. As Lee Masters points out in his book *Introduction to Sports management* indicates that sports management combines an understanding of general administrative aspects with a thorough knowledge of the nature of the sports field and its specific challenges<sup>0.2</sup>

Knowledge management is a modern management concept that aims to collect, organize and employ knowledge effectively within organizations, with the aim of promoting innovation, improving performance, and making decisions based on expertise and experience. It enables organizations to leverage available intellectual assets, whether within individuals or databases, and turn them into a sustainable competitive advantage. Dr. Ali Al-Salami explains in his book *Knowledge*

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<sup>1</sup> Robbins, Stephen P., & Coulter, Mary. (2020). *Management* (14th ed.). Pearson.

<sup>2</sup> Masteralexis, Lisa P., Barr, Carol A., & Hums, Mary A. (2018). *Principles and Practice of Sport Management* (6th ed.). Jones & Bartlett Learning.

Management: Strategic approach Knowledge management is a key pillar in building learning organizations capable of adapting to rapid changes and meeting challenges efficiently<sup>3</sup>.

Knowledge management is one of the essential axes that contribute to the development of academic institutions, especially in light of the rapid changes in the fields of quality and education. And it is earned. Faculties of Education. Physical, sports sciences are increasingly important as centers for the preparation of specialized cadres in the field of sports, which calls for the promotion of knowledge management practices within them. With the accumulation of academic and practical knowledge and experience, it becomes necessary to analyze the reality of knowledge management in these colleges, to determine the effectiveness of their systems and mechanisms in collecting, storing, exchanging and using knowledge in line with scientific and technical development.

The importance of analyzing the reality of knowledge management in the faculties of physical education and sports sciences is highlighted as an essential step towards developing institutional performance, raising the efficiency of educational and administrative cadres, and promoting scientific research in the sports field. This analysis also contributes to revealing the strengths and weaknesses of the knowledge and management structure, allowing building effective strategies to improve the academic work environment and facilitate the transfer of knowledge between individuals and different departments. As such, this analysis is an essential tool to support decision-making and ensure the sustainability of academic and educational excellence within these colleges.

## **1.2 Research problem:**

Despite the increasing importance of knowledge management in educational institutions, the faculties of physical education and sports sciences still face clear challenges in applying the concepts of knowledge management effectively, whether at the level of collecting knowledge, sharing it, or employing it in improving academic and administrative performance. The absence of clear knowledge management strategies, the weak use of modern technologies to facilitate their circulation, and the lack of awareness of some workers of the importance of this field. Hence, the research problem arises in the following main

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<sup>3</sup>Ali Al-Sulami: Knowledge Management: A Strategic Approach. Dar Gharib for Printing and Publishing, 2001.

question: "What is the reality of knowledge management in the faculties of education? Physical . And science, sports, and what are the most prominent challenges. that were facing their application and activation within these institutions?"

### 1-3 Research Objectives:

1. Building a scale to analyze the reality of knowledge management in the faculties of physical education and sports sciences from the point of view of their professors.
2. Application of the scale of analysis of the reality of knowledge management in colleges. Education . Physical. And the science of "sport from the point of view of its professors.
3. Identify the reality of knowledge management in the faculties of physical education and sports sciences from the point of view of their professors.

### 1.4 Research areas:

1. **Human field:** teaching, faculties. Education, physical, and sports sciences.
2. **Timescale:** 12/12/2024 to 1/5/2025.
3. **Spatial field:** Faculties of Physical Education and Sports Sciences.

### 1.5 Definition of terms:

**Knowledge management:** "The systematic method of acquiring, storing, distributing and using knowledge in order to improve the performance of an organization and achieve its goals. <sup>The4</sup> Optional Protocol to the Convention on the Elimination

## 2- Method and procedures:

### 2.1 Research Methodology:

The researcher adopted the descriptive approach in the survey method because of its suitability to the nature of the research, as it depends on the study of the

phenomenon as it exists in reality and describes it accurately through qualitative expression<sup>5</sup>.

## 2.2 Sample:

The research sample was selected from FACULTY MEMBERS IN THE COLLEGES OF PHYSICAL EDUCATION AND SPORTS SCIENCES IN THE UNIVERSITIES OF BAGHDAD GOVERNORATE WITH A TOTAL NUMBER OF (200) TEACHERS, AND (7) INDIVIDUALS WERE EXCLUDED FOR NOT FILLING OUT THE FORM CORRECTLY, AND THEY WERE DISTRIBUTED INTO THREE SAMPLES, AS SHOWN IN TABLE (1).

TABLE (1)  
SHOWS THE DISTRIBUTION OF THE RESEARCH SAMPLE

SAMPLE APPLICATION	SAMPLE CONSTRUCTION	SAMPLE EXPLORATORY EXPERIMENT	RESEARCH SAMPLE
90	98	5	200

## 2.3 Research tools and means of gathering information:

The description of the tools used in the research gives an indication of the need for them in all field procedures<sup>6</sup>, as the following have been adopted:

- ❖ Arab and foreign sources.
- ❖ International Information Network (Internet).
- ❖ Knowledge management **scale**.
- ❖ Paper forms for data collection and transcription.
- ❖ Field visits to collect information.
- ❖ Personal Electronic Calculator Type (HP).
- ❖ SPSS program to process data statistically.

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<sup>5</sup> Haider Radhi Rahim, . S. W. S. (2024). The creative performance of the Iraqi National Olympic Committee from the point of view of the members of the administrative bodies in the sports federations. *Mustansiriyah Journal of Sports Science*, 5(2), 109–119. Retrieved from <https://mjss.uomustansiriyah.edu.iq/index.php/mjss/article/view/1100>

Haider<sup>6</sup> Radhi Rahim& S. W. S: **The organizational culture of the Iraqi National Olympic Committee from the point of view of the members of the administrative bodies in the sports federations**. *Mustansiriyah Journal of Sports Science*, 5(2), 98–108, 2024.

## 2.4 Field research procedures:

### 2.4.1 Knowledge management scale:

The researcher built the scale of knowledge management according to the following :

- 1- Formulation of phrases:** A number of phrases have been formulated for the knowledge management scale to obtain results and in line with the nature of the work of the research community.
- 2-** After the aforementioned procedures, the researcher conducted the exploratory experiment on a sample of (5) individuals, on (25/12/2024).
- 3- Validity of the scale:** The researcher used the sincerity of the construction to verify the scale: This type of honesty is achieved by conducting statistical analysis of the statements, and the researcher verified by extracting the following indicators:

**First: the discriminatory ability of the phrases:** To achieve this, the researcher adopted the method of the two peripheral groups in calculating the discriminatory power of the phrases using the test (T-Test) for independent samples, and that the goal of analyzing the phrases is to keep the phrases with high discrimination, which are good phrases in the scale and experts indicate that the percentage (27%) of the lower group and (27%) of the upper group is the best percentage by which we get the highest discrimination coefficients, so the test (T-Test) was used.) to indicate the differences of arithmetic mean between the lower and upper groups, and show that all statements are statistically significant at the level of significance (0.05), as shown in Table (2).

Table (2) shows the discriminatory power of each of the items of the knowledge management scale

Significance	Sig	Calculated value (T)	Standard deviation	Arithmetic mean	The Collection	Phrases
Moral	0.000	19.911	.36162	4.8500	High	1
			.74248	2.2500	Minimum	
Moral	0.000	28.968	.00000	5.0000	High	2
			.62224	2.1500	Minimum	
Moral	0.000	20.005	.33493	4.8750	High	3
			.75064	2.2750	Minimum	
Moral	0.000	28.819	.00000	5.0000	High	4
			.55412	2.4750	Minimum	
		20.206	.00000	5.0000	High	5

			.73554	2.6500	Minimum	
Moral	0.000	24.873	.00000	5.0000	High	6
			.66747	2.3750	Minimum	
Moral	0.000	34.697	.00000	5.0000	High	7
			.48305	2.3500	Minimum	
Moral	0.000	22.807	.00000	5.0000	High	8
			.84580	1.9500	Minimum	
Moral	0.000	20.858	.00000	5.0000	High	9
			.78078	2.4250	Minimum	
Moral	0.000	23.425	.00000	5.0000	High	10
			.74248	2.2500	Minimum	
Moral	0.000	23.805	.00000	5.0000	High	11
			.67748	2.4500	Minimum	
		20.630	.00000	5.0000	High	12
			.90441	2.0500	Minimum	
Moral	0.000	23.367	.00000	5.0000	High	13
			.75786	2.2000	Minimum	
Moral	0.000	32.017	.00000	5.0000	High	14
			.62224	1.8500	Minimum	
Moral	0.000	22.872	.00000	5.0000	High	15
			.67748	2.5500	Minimum	
Moral	0.000	30.151	.00000	5.0000	High	16
			.54538	2.4000	Minimum	
Moral	0.000	21.178	.00000	5.0000	High	17
			.68687	2.7000	Minimum	
Moral	0.000	22.872	.00000	5.0000	High	18
			.67748	2.5500	Minimum	
Moral	0.000	24.123	.00000	5.0000	High	19
			.67511	2.4250	Minimum	
Moral	0.000	19.547	.00000	5.0000	High	20
			.84124	2.4000	Minimum	
Moral	0.000	28.504	.00000	5.0000	High	21
			.55470	2.5000	Minimum	
Moral	0.000	23.210	.00000	5.0000	High	22
			.79703	2.0750	Minimum	
Moral	0.000	24.384	.00000	5.0000	High	23
			.69384	2.3250	Minimum	
Moral	0.000	22.807	.00000	5.0000	High	24
			.84580	1.9500	Minimum	
Moral	0.000	24.861	.00000	5.0000	High	25



			.68687	2.3000	Minimum	
Moral	0.000	29.465	.00000	5.0000	High	26
			.68687	1.8000	Minimum	
Moral	0.000	26.465	.00000	5.0000	High	27
			.67511	2.1750	Minimum	
Moral	0.000	25.157	.33493	4.8750	High	28
			.64051	2.0000	Minimum	
Moral	0.000	24.107	.22072	4.9500	High	29
			.68687	2.2000	Minimum	
Moral	0.000	24.873	.00000	5.0000	High	30
			.66747	2.3750	Minimum	
Moral	0.000	34.697	.00000	5.0000	High	31
			.48305	2.3500	Minimum	
Moral	0.000	22.807	.00000	5.0000	High	32
			.84580	1.9500	Minimum	
Moral	0.000	20.858	.00000	5.0000	High	33
			.78078	2.4250	Minimum	

The significance value is significant if it is < out of 0.05

We find that Statements Scale Knowledge Management All of them are statistically significant at the significance level (0.05).

### Second: Internal consistency coefficient:

The end, from .This, the procedure is clarified, defined for whether the answers in .output, totaled for specific paragraphs. consistent. In a way, acceptable. With the attitudes of behavior or personality assumed by the scores, the correlation of the degree of the phrase with the total degree of the current scale means that the phrase represents the concept or attribute to be measured <sup>(7)</sup>, as the correlation of the degree of the phrase with the total degree of the scale is evidence that the phrase actually measures the behavioral dimension that the test or scale aims to measure, this indicator was extracted by using the Pearson correlation coefficient between the degree of the phrase and the

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The<sup>7</sup> Administrative Flexibility of The Iraqi National Olympic Committee from Administrative Bureau Members' point Of View in Sport Federations. (2023). *Journal of Physical Education*, 35(2), 385–395. [https://doi.org/10.37359/JOPE.V35\(2\)2023.1454](https://doi.org/10.37359/JOPE.V35(2)2023.1454)



total degree of the scale and for all members of the sample consisting of (98) Teaching and Table (3) shows that.

Table (3) shows coefficient. Correlation between 'Ferry degree' .and the degree 'College , Scale Knowledge Management

Total	Significance value	Simple correlation coefficient	Ferry number
Moral	0.000	0.435**	1
Moral	0.000	0.654**	2
Moral	0.000	0.787**	3
Moral	0.000	0.487**	4
Moral	0.000	0.897**	5
Moral	0.000	0.765**	6
Moral	0.000	0.987**	7
Moral	0.000	0.809**	8
Moral	0.000	0.698**	9
Moral	0.000	0.709**	10
Moral	0.000	0.523**	11
Moral	0.401	0.234	12
Moral	0.000	0.523**	13
Moral	0.000	0.612**	14
Moral	0.000	0.549**	15
Moral	0.000	0.797**	16
Moral	0.000	0.908**	17
Moral	0.000	0.757**	18
Moral	0.000	0.759**	19
Moral	0.031	0.206	20
Moral	0.000	0.482**	21
Moral	0.000	0.563**	22
Moral	0.000	0.674**	23
Moral	0.000	0.662**	24
Moral	0.000	0.876**	25
Moral	0.000	0.645**	26
Moral	0.000	0.755**	27
Moral	0.000	0.514**	28
Moral	0.000	0.576**	29
Moral	0.000	0.879**	30
Moral	0.000	0.807**	31
Moral	0.000	0.900**	32
Moral	0.000	0.986**	33

**Moral at < 0.05**

We find that there are two statements that are not statistically significant because the significance scale is less than (0.005) and its numbers are (12, 20).

### 3- Scale stability:

The researcher verified the stability of the scale using the Wachronbach coefficient by using the Statistical Bag for the Social Sciences (SPSS). A <sup>8</sup>good measure is a measure that is characterized by stability. Sample, construction, amounting to (98) teaching, and was, laboratories. Persistence is (0.823) is a value. High and high, to stabilize at the level of significance (0.05).

### Application of scale:

Stabilized, scale, in its formula. Final .On (31) phrases, and after the scale was built, the researcher applied the final scale image to the research sample, which numbered (90) teachers, for the period from (23/1/2025) to (24/2/2025).

### 4- Results:

Table (4) shows the presentation of statistical data for the specifications of the research sample

Torsion coefficient	Standard deviation	Arithmetic mean	Scale
0.302	12.684	109.531	KNOWLEDGE MANAGEMENT

Hypothetical mean = (sum of alternatives ÷ highest score of the alternative) X number of scale statements

Therefore, the hypothetical mean of the form as a whole =  $(1 + 2 + 3 + 4 + 5) \div 5) \times 31 = 93$

Table (5) shows the arithmetic mean, hypothetical mean, standard deviation, calculated (T) value, real significance and difference type

Difference Type	Significance value	Calculated value (T)	Standard deviation	Arithmetic mean	Variables
Moral	0.000	9.441	12.684	109.531	KNOWLEDGE MANAGEMENT
93			Hypothetical mean		

Moral <0.05

## 5. Discussion

The results of the above table showed that the arithmetic mean reached (109.531) degrees with a standard deviation (12.684) and reached the hypothetical mean (93) and since the arithmetic mean is higher than the hypothetical mean, it means that the difference is significant and in favor of the arithmetic mean of the sample, and to find out the significance of the differences between the arithmetic and hypothetical averages used the researcher test T and the results showed a statistically significant difference between the two averages amounted to (0.000) at the level of significance (0.05).

The positive results in this theme reflect the college's ability to attract multiple sources of knowledge such as conferences, workshops, and feedback from students and graduates. This indicates that the college adopts an open knowledge policy that contributes to continuous modernization. This (Sartawi, 2011)<sup>9</sup> confirmed that the process of collecting knowledge is the first step to building an effective knowledge base that supports the decisions of the educational institution.

Recording positive results in this axis indicates that the college has electronic systems or organized databases, which enhances the preservation of accumulated experiences and retrieves them when needed. This is consistent with Hilal's (2007),<sup>10</sup> who stressed the importance of building an institutional knowledge reservoir to ensure the sustainability of knowledge within the educational environment.

The results indicate that there is a positive trend towards knowledge sharing among employees, which is a strong indicator of a supportive organizational culture. This type of culture helps to transmit tacit knowledge, which is difficult to cod, through daily interaction and informal communication. This approach is supported by Al-Zaid (2006<sup>11</sup>) that knowledge sharing does not only occur through technical tools, but also requires an environment that encourages collaboration and openness.

Achieving positive results in this field indicates that the college is not satisfied with storing knowledge, but also employing it in developing curricula, improving training methods, and raising the efficiency of sports activities. Al-Rabiah (2012)

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Ali<sup>9</sup> Abdul Rahman Al-Sartawi: Knowledge Management: Foundations and Applications. Dar Al-Hamid Publishing, 2011.

<sup>10</sup>Hilal, Mohamed Abdel Ghani Hilal: Knowledge Management. University Knowledge House, 2007.

<sup>11</sup>Ibrahim bin Mohammed Al-Zaid : Knowledge Management: Concept and Applications. Obeikan Library, 2006.

argues<sup>12</sup> that the true value of knowledge lies in the extent to which it is applied in practice rather than simply retained.

The presence of clear administrative support reflects the maturity of the organization administratively, and shows the adoption of long-term strategies in the field of knowledge management. This is one of the most important factors for the success of knowledge management systems, as explained by Al-Enezi (2010),<sup>13</sup> who stressed that the absence of administrative support often leads to the failure of these systems despite the availability of technology and human knowledge.

From the foregoing he sees and finds. Researcher, the results. Advanced and positive, indicate that the faculties of physical education and sports sciences are moving in the right direction in terms of knowledge management, which can be reflected in the quality of education, scientific research, and the graduation of more efficient sports cadres. To consolidate this success, it is advisable to intensify training, expand e-knowledge systems, and develop a comprehensive knowledge organizational culture.

## 6. Conclusions:

1. The results of the questionnaire showed that, faculties. Education, physical and sports sciences have begun to adopt effective knowledge management practices, especially in the areas of knowledge collection and storage, reflecting a high level of awareness of the importance of this field.
2. The results confirmed that there is a good electronic infrastructure for storing knowledge, which contributes to organizing information and facilitating access to it when needed, which contributes to facilitating the decision-making process in the academic and sports field.
3. The results proved that colleges encourage knowledge exchange between faculty and students, which enhances the effectiveness of the institutional knowledge system and contributes to improving the quality of education.
4. The results indicated that stored knowledge is well employed in curriculum development and updating sports training methods, which contributes to improving academic and athletic performance.
5. Having the support of senior management is a critical factor for the success of knowledge management in colleges, as the department provides the necessary resources and support to implement effective strategies in this area.

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Abdullah<sup>12</sup> bin Mohammed Al-Rabiah: Knowledge Management in Educational Institutions. Dar Al-Khereiji Publishing, 2012.

<sup>13</sup>Fatima Al-Enezi: Knowledge management and its applications in higher education institutions. Journal of King Saud University, 2010.

## 7. Recommendations:

1. It is recommended to provide ongoing training programs to faculty and administrators on how to apply knowledge management efficiently. Workshops and training courses can be organized to introduce them to the latest tools and techniques in this field.
2. It is recommended to continuously develop electronic systems to enhance their ability to store and share knowledge. Electronic platforms should also be provided that allow the exchange of knowledge between all concerned parties (faculty members, students, administrators).
3. The college should promote a culture of cooperation and openness between different departments. Periodic meetings can be organized to share ideas and innovations between academic and administrative departments, promoting continuous knowledge exchange.
4. It is advisable to increase efforts to apply the results of research and knowledge studies in training programs and academic curricula. It is possible to organize joint applied research projects between academics and sports industries to benefit from knowledge in the development of practical practices.
5. It is recommended that more financial and technical resources be allocated to support knowledge management practices. These resources should include modernizing technological systems and providing incentive programs for cadres that contribute to effective knowledge management.
6. It is essential that colleges regularly assess the effectiveness of knowledge management systems and identify areas that need improvement. This assessment should include various themes such as knowledge collection, storage, sharing, and application.

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Supplements:

#### Appendix (1) Preliminary Scale Resolution

Strongly disagree	Disagree.	neutral	I agree	I strongly agree	Phrases	t
					The college encourages the exchange of experiences among faculty members.	1
					The college organizes workshops and training courses to acquire new knowledge.	2
					The college follows recent scientific developments in the field of physical education.	3
					There is an organized database for the preservation of research and scientific resources.	4
					Previous experiences and experiences are documented for later use.	5
					Electronic systems are available to preserve knowledge and facilitate its reference.	6
					The college encourages knowledge exchange between different departments.	7
					Electronic platforms are provided for the exchange of information between academic staff.	8
					The knowledge gained is used in the development of study programs.	9
					Research results are employed in improving educational and sports activities.	10



					Best professional practices are applied based on the knowledge available.	11
					Senior management provides the necessary support for the implementation of knowledge management.	12
					The College allocates financial and technical resources to support knowledge management initiatives.	13
					The Department evaluates the effectiveness of knowledge management systems periodically.	14
					The faculty benefits from the experiences of other academic institutions in developing their practices.	15
					The college encourages employees to attend scientific conferences and seminars.	16
					Knowledge is collected from students and alumni to benefit from it in the development of programs.	17
					The opinions of experts are relied upon to develop educational policies.	18
					Feedback from educational and sports activities is analyzed to develop institutional knowledge	19
					Evidence of successful practices is kept for later dissemination.	20
					Data and information of student sports activities are saved for future benefit.	21
					The results of research and student projects are archived in an orderly manner.	22
					There are clear policies for knowledge management and archiving within the college.	23

					The college organizes periodic meetings for the exchange of knowledge between the different departments.	24
					The College encourages joint publishing between researchers inside and outside the institution.	25
					There is effective cooperation between the college and sports institutions in the exchange of knowledge.	26
					Knowledge from field experience is applied in practical programs.	27
					Study plans are modified based on new knowledge and feedback.	28
					Knowledge is employed in the face of academic and sporting challenges.	29
					There is a clear vision among the management of the importance of knowledge management in the development of the college.	30
					The Department allocates a knowledge management team or committee.	31
					Management regularly follows up on knowledge-related performance indicators.	32
					The department provides an environment that encourages creativity and knowledge innovation.	33

Appendix (1) Final Scale Questionnaire

Strongly disagree	Disagree.	neutral	I agree	I strongly agree	Phrases	t
					The college encourages the exchange of experiences among faculty members.	1
					The college organizes workshops and training courses to acquire new knowledge.	2

					The college follows recent scientific developments in the field of physical education.	3
					There is an organized database for the preservation of research and scientific resources.	4
					Previous experiences and experiences are documented for later use.	5
					Electronic systems are available to preserve knowledge and facilitate its reference.	6
					The college encourages knowledge exchange between different departments.	7
					Electronic platforms are provided for the exchange of information between academic staff.	8
					The knowledge gained is used in the development of study programs.	9
					Research results are employed in improving educational and sports activities.	10
					Best professional practices are applied based on the knowledge available.	11
					The College allocates financial and technical resources to support knowledge management initiatives.	12
					The Department evaluates the effectiveness of knowledge management systems periodically.	13
					The faculty benefits from the experiences of other academic institutions in developing their practices.	14
					The college encourages employees to attend scientific conferences and seminars.	15
					Knowledge is collected from students and alumni to benefit from it in the development of programs.	16
					The opinions of experts are relied upon to develop educational policies.	17
					Feedback from educational and sports activities is analyzed to develop institutional knowledge	18
					Data and information of student sports activities are saved for future benefit.	19
					The results of research and student projects are archived in an orderly manner.	20

					There are clear policies for knowledge management and archiving within the college.	21
					The college organizes periodic meetings for the exchange of knowledge between the different departments.	22
					The College encourages joint publishing between researchers inside and outside the institution.	23
					There is effective cooperation between the college and sports institutions in the exchange of knowledge.	24
					Knowledge from field experience is applied in practical programs.	25
					Study plans are modified based on new knowledge and feedback.	26
					Knowledge is employed in the face of academic and sporting challenges.	27
					There is a clear vision among the management of the importance of knowledge management in the development of the college.	28
					The Department allocates a knowledge management team or committee.	29
					Management regularly follows up on knowledge-related performance indicators.	30
					The department provides an environment that encourages creativity and knowledge innovation.	31