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The quality of the supportive environment in clubs and its impact on coaches' motivation towards developing training plans to improve sports performance in the game of tennis football

Taleb Zainal Hussain

General Directorate of Education in the Holy of Karbala

Atalb9205@gmail.com

ABSTRACT

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The research aimed to identify the characteristics of the sports environment in tennis football clubs in Iraq, and to determine the level of quality of support provided to their members (players, coaches, administrators), and to identify the level of motivation of the coaches of tennis football clubs in Iraq towards developing their training plans aimed at improving sports performance, as well as to identify the nature of the relationship and the impact of the quality of the supportive environment in tennis clubs. The researcher relied on the descriptive approach in this research using both survey methods and relational relationships, and the researcher identified the research population of (174) players of football tennis clubs in Iraq distributed over (32) clubs, and the main research sample included all members of the research community, and the sample of the survey application included (10) players, while a sample of The preparation consisted of (98) players, while the application sample included (66) players, and in order to collect the data required for this research, the researcher prepared two questionnaires, the first to measure the level of supportive environmental quality in football tennis clubs, and the second to measure the level of motivation of coaches to develop training plans in them, and after applying the two questionnaires and extracting the results, the researcher concluded a set of conclusions, the most important of which are:

- The average result of the Supportive Environmental Quality Survey is that the current environment of football clubs does not provide adequate support for coaches and players, which negatively affects the quality of training, performance, and affiliation, and that the result indicates structural and administrative challenges that prevent the full potential of these clubs.
- The average score of the Coaches' Motivation Survey in football clubs indicates that coaches have a moderate motivation for development, which is due to factors such as lack of up-to-date knowledge, poor feedback, and limited opportunities to share experiences and use technology, which limits their ability to develop comprehensive and effective training plans.
- The quality of the supportive environment provided by tennis football clubs directly and positively affects the motivation of coaches to develop their training plans, which means that improving this environment is necessary to enhance the motivation of coaches and thus improve the level of training.

Research Introduction and Importance

Tennis is one of the innovative sports games that combines elements of both tennis and football, creating a unique and enjoyable experience for players and viewers alike, and this game is characterized by offering players physical and mental challenges by asking players to perform high skills in ball control, speed, and coordination between movements, and the importance of football tennis is manifested in several aspects, most notably that this game It enhances the elements of physical fitness in its practitioners, as it requires a great physical effort from the players, which contributes to improving general health and stamina, and it can also contribute to the development of social skills, as players perform this game through teams, which enhances team spirit and effective communication, in addition to the game of tennis and football, it is a great way to entertain and entertain. It attracts a wide audience of different ages, and it opens new horizons for sports competitions, which contributes to the development of sports culture in societies, and in conclusion, the game of football is the embodiment of innovation in the world of sports, as it combines fun and challenge, making it an unforgettable experience for everyone who practices or watches it.

There is no doubt that Clubs tennis football You promise Dynamic environments that require effective management to succeed and excel in competitions, and the process of motivating individuals in this environment can be considered as As the driving force that moves them towards achieving the desired goals, and in a way It goes beyond just giving orders or assigning tasks, but focuses on understanding the motivations behind people's behavior and how to use them positively to increase productivity and improve performance, and that Includes That availability A set of practices and procedures that aim to arouse enthusiasm and desire among individuals to participate effectively and make maximum efforts. It is about creating an environment that encourages initiative, innovation, and perseverance in the face of challenges, when individuals feel valued and cared for, and realize that their efforts are appreciated, their motivation to work hard and contribute effectively increases significantly, as well as the importance of Providing opportunities for individuals to grow and grow, both professionally and personally When individuals are given the opportunity to learn new skills or take on greater responsibilities, it enhances their sense of self-satisfaction. It increases their attachment to the work or activity they practice Hence, the supportive environment leads to A vital role in enhancing the performance of players and technical and administrative staff. High performance depends not only on technical and physical skills, but also requires constant motivation that enhances team spirit. Individuals are supported to give their best, and there are many methods used in this field, starting with From financial rewards and personal recognition, to creating a positive work environment that encourages creativity and collaboration, and the Effective communication between the management and the players, and the provision of psychological and moral support, contribute to building strong relationships that enhance belonging and loyalty to the club., as well as Setting clear goals and motivating individuals to achieve them foster competition and motivate them to overcome challenges and Understanding the needs and aspirations of the players, and working to meet them, contributes to creating a stimulating environment that pushes everyone towards achieving achievements In conclusion, Effective methods of motivating individuals within football clubs are arguably the cornerstone of building successful and competitive teams at the highest levels, with reference to (Al , Fulaij and Shuaib 2018) The quality of the environment that supports it is the environment that provide the conditions and tools needed to promote Work and collaborative learning in an effective and encouraging

way and This environment is stimulating, Accessible, secure, and supports the benefit of individuals Who is it Techniques and tools Available, so that it enables them to interact with their colleagues effectively, and helps them overcome psychological and cognitive challenges such as inertia, hesitation, and shyness, and it is also It aims to create an environment that encourages critical thinking and analysis, achieving higher levels of understanding, exchanging ideas, and actively participating in Work. (Al , Fulaij Al Shuaib 2018 :148)

and represent The motivation of trainers towards the development of training plans is the essence of dynamism and growth in any field that depends on continuous training and development, as this motivation is not just a passing desire. but rather It is an internal drive that pushes the trainer to look for new and more effective ways to hone the skills and abilities of the individuals he trains. This motivation stems from the trainer's belief in the importance of his role in shaping the future of trainees and preparing them to face challenges. It is a sense of professional and ethical responsibility that urges him to go beyond the ordinary and look for best practices in the field of training, and reflects This is the motivation in my quest These Trainers to constantly update their knowledge, keep pace with the latest developments in their field of specialization, and apply innovative training methods that suit the changing needs of trainees, and there is no doubt that Development of training plans does not count It's just a routine task, it's a creative process that requires Having critical thinking and ability on analyzing the strengths and weaknesses of the trainees, Designing training programs that meet their individual and collective needs, which requires The trainer must always be a learner, and be willing to try new methods and evaluate their effectiveness as The coach's motivation towards improving athletic performance is his sincere desire to see his players develop and reach their full potential, and that This desire drives him to spend long hours planning workouts, analyzing players' performance, studying competitors, and researching the best strategies and tactics, It also pushes them to invest in developing their own skills, whether by attending training courses, reading specialized books and articles, or even connecting with other trainers to share experiences, as it states (Angot and Martinent 2025) that Motivation In sports represent Internal or extrinsic motivation that drives athletes to participate, persevere in the activity, and achieve performance, where intrinsic motivation is more sustainable and self-motivating compared to external., and highly motivated coaches also contribute In motivating athletes, and enhance their sports experience in a positive way, Coaches who demonstrate commitment and professionalism support independence and efficiency, and can create a stimulating training environment that contributes to the development of skills and keeps athletes motivated. (Angot and Martinent 2025:2)

Hence, the importance of the research lies in its contribution to enriching the scientific literature in the fields of sports psychology, sports management, and performance development, as it tries to bridge the knowledge gap about the precise relationship between environmental variables within clubs, and the psychological state of coaches represented by motivation, and then this is reflected on the technical aspect of training, such as the development of plans, and the results of the research can be presented A conceptual model that shows how non-material factors can affect the training process and its development, which opens up prospects for future research that explores other aspects of the sports environment and its impact on various stakeholders in clubs, and in practice, the importance of this research lies in its ability to provide practical and direct solutions to sports clubs and associations related to the game of football, and it may also help club officials in designing

programs and policies that enhance this environment Sports organizations can also use these findings to identify best practices in team management and coaching staff development, ensuring the sustainability of sports success and creating a stimulating and attractive work environment for coaching talent.

Research Problem

The main problem facing tennis football clubs in Iraq is the decline or fluctuation of sports performance levels, and the researcher, as one of the workers in the field of football tennis and those interested in it, has noticed a lack of material and human resources, and the lack of sufficient appreciation of the efforts made in spreading this game, as well as the weakness of the administrative structures that are supposed to provide motivation and continuous support for the success of their clubs' endeavors in sports progress and development. The motivation of coaches towards developing training and skill capabilities is not meeting ambitions, which may result in not giving them the necessary resources and opportunities to demonstrate their ability to innovate and develop modern and effective training plans that are commensurate with global developments in the game, which may be reflected in one way or another the level of the players and their ability to achieve the best performance, and affect the competitiveness of Iraqi clubs locally, regionally and internationally, so the researcher tried to diagnose these problems accurately, analyzing their dimensions, and providing recommendations that contribute to building a stimulating sports environment that enhances the motivation of coaches and pushes the wheel of sports performance forward, so the researcher formulated these problems by posing a set of research questions, which are:

- Is the sports environment in the football tennis clubs in Iraq supportive? What is the quality of that support?
- Do the coaches of football tennis clubs in Iraq have the motivation to develop their training plans aimed at improving sports management? And what is the level of motivation?
- Does the quality of the tennis clubs' environment affect the motivation of coaches to develop their training plans in order to improve the performance of these clubs and their players?

Research Objectives

- Identify the characteristics of the sports environment in the football tennis clubs in Iraq, and determine the level of quality of support provided to their members (players, coaches, administrators).
- Identify the level of motivation of the coaches of football tennis clubs in Iraq towards developing their training plans aimed at improving sports performance.
- Identify the nature of the relationship and the impact of the quality of the supportive environment in tennis football clubs on the motivation of coaches to develop their training plans aimed at improving the overall performance of clubs and players.

Research Areas

- **Human Field:** Players of football tennis clubs in Iraq for the sports season (2024/2025).
- **Time Range:** The period of time between (1/2/2025) and (15/5/2025).

- **Spatial Domain:** Buildings of football tennis clubs in the governorates of Iraq.

Search Terms

- Quality of the Supportive Environment

she An organizational environment or climate that promotes and encourages excellent performance, supports employees' psychological needs, stimulates creativity and innovation, and includes elements such as support from leadership, responsiveness to employee needs, and the provision of resources and guidance that contribute to promoting positive interaction and achieving organizational goals efficiently and with high quality. (Ye, Li, and Zhang 2025:13)

- Motivation of coaches

It is the state that provokes, activates, directs and sustains the behavior itself, and it represents an internal force or a state underlying the apparent behavior, that pushes the coach to initiate a certain behavior, direct it towards a specific goal, and persevere on it until that goal is achieved.

(joensen Abdul Jalal 2015 :33)

Research Methodology

The purpose of developing the research methodology is to determine the method through which the research steps can be conducted accurately and systematically, in order to achieve the specific research objectives, as well as to help guide the researcher's efforts towards using the correct steps to reach reliable and accurate conclusions.

Research community and sample

The researcher identified the current research population with the players of the (32) football tennis clubs in Iraq who are active in the leagues held by the Iraqi Football Federation, and these clubs include (174) players, and Table (1) shows the details of the research community.

Goal (1) shows the details of the research community

Number of Players	Club	t	Number of Players	Club	t
6	The police	17	5	Electrical Industries	1
6	Teachers	18	6	Waves	2
6	dawn	19	5	candelabrum	3
6	Al , Hamnawiyah	20	5	Kindergartens	4
5	Shahrban	21	5	Hindi	5
5	Hawija Union	22	6	Workers	6
5	Al , Dujail	23	5	Al , Musayyib	7
5	Al Bdeir	24	6	a june	8
5	Shabab Al , Amir	25	6	Nile	9
6	Watching Youth	26	5	Basra Youth	10

6	The Revolution	27	5	Alqosh	11
5	be happy	28	5	Options	12
6	Touz	29	6	Future Youth	13
5	Basra Oil	30	6	Creativity	14
5	Shuyoukh Market	31	6	Banks	15
5	Martyr Abeer	32	5	Anbar University	16

Due to the limited members of the research community, the researcher selected all of them to form the main research sample, so that the number of members of this sample became (174) players, and in order to complete the procedures of preparing and applying the research tools, the researcher divided the main sample into three sub-samples, as follows:

- **Survey Application Sample:** This sample includes (10) players from football tennis clubs in Iraq, representing a percentage of (5.7%) of the main research sample.

- **Statistical Analysis Sample:** This sample consists of (98) players from football tennis clubs in Iraq, representing (56.3%) of the main research sample.

- **Final Application Sample:** This sample includes (66) players from football tennis clubs in Iraq, representing (38%) of the main research sample.

Research Tools

In order to complete the research procedures related to the collection of the required data, the researcher prepared two questionnaires, the first questionnaire measures the level of quality support of the sports environment of the football tennis clubs, and the second questionnaire measures the level of motivation of the coaches of those clubs towards developing their training plans, and both questionnaires are answered by the players of the football tennis clubs in Iraq, and the preparation process was carried out based on the scientific procedures in the preparation of the questionnaires, and through a set of main steps.

- Formulating the questionnaire

In order to formulate the statements that constitute the initial main structure of each of the research questionnaires, the researcher proceeded to review a set of scientific sources and researches that dealt with the concept of the supporting environmental quality variable, which are (Ye et al. 2025) (Al , Qahtani and rain 2025) (Ulčar et al. 2025) (Chaiyapruksayanonde and Ponchaitiwat 2025) (Yasmin et al. 2024) (Dalimunthe et al. 2024) (Trifonova, Tokarev, and Levenkova 2023) (Johansson, Borell, and Rosenberg 2022) (Yusliza et al. 2021) (Hussien 2021) (Al , Fulaij and Shuaib 2018), as well as the scientific sources and researches that dealt with the concept of the variable of the motivation of trainers, which are (Panasiewicz 2025) (Ningsih, Setyaningsih, and Irdiyansyah 2025) (Kamberi 2025) (Bernard and Wacana 2025) (Tokarska and Rogowska 2025) (Abbasi 2025) (Angot and Martinent 2025) (Belqasimi and Maaush (2024) (Hussein 2024) (Locouqi 2021) (joensen and Abduljalal 2015) After reviewing these scientific sources and

extracting their concepts, this was used to develop a set of phrases for each of these questionnaires, as the researcher formulated (15) phrases for each of them.

Formulating Alternatives to Answer

In order for the research sample to be able to express its opinions and answer the statements of the research questionnaires accurately, the researcher developed a set of alternatives to answer according to the five-weight Likert scale, and these alternatives are (I agree completely, I often agree, sometimes I agree, I rarely agree, I never agree), and Table (2) shows the weights of these alternatives.

Table (2) shows the weights of the alternatives to the questionnaire

I don't agree at all.	I rarely agree	Sometimes I agree	I mostly agree	I totally agree	Alternative
1	2	3	4	5	Weight

The apparent honesty of search tools

In order to verify that both the Supportive Environmental Quality Questionnaire and the Coaches' Motivation Questionnaire possess the attribute of apparent honesty, the researcher presented them to a group of specialists in the fields of sports management, sports psychology and the game of football tennis, who number (15) experts, and based on the answers obtained, the validity of the paragraphs of both questionnaires was found to be close to (81%-100%), and Table (3) shows the results of the apparent honesty of the two research questionnaires.

Table (3) shows the apparent honesty of the research tools

Coaches' motivation				Supportive Environmental Quality			
Percentage of agreement	Don't fix	Fix	Paragraph	Percentage of agreement	Don't fix	Fix	Paragraph
100%	-	15	1	93%	1	14	1
100%	-	15	2	93%	1	14	2
100%	-	15	3	86%	2	13	3
86%	2	13	4	100%	-	15	4
100%	-	15	5	100%	-	15	5
86%	2	13	6	100%	-	15	6
80%	3	12	7	86%	2	13	7
86%	2	13	8	86%	2	13	8
100%	-	15	9	93%	1	14	9
86%	2	13	10	93%	1	14	10
100%	-	15	11	100%	-	15	11
100%	-	15	12	93%	1	14	12
100%	-	15	13	93%	1	14	13
86%	2	13	14	100%	-	15	14
80%	3	12	15	86%	2	13	15

Table (3) shows that the terms of the Supportive Environmental Quality Questionnaire had high percentages of agreement from the opinions of specialists, as the percentages of agreement on them were close to (86-100%), as well as the terms of the questionnaire of the motivation of trainers had high percentages of agreement according to the opinions of specialists, which were close to (80-100%).

Survey application of search tools

In order to identify the ability of the research sample members to answer the statements of both the Supportive Environmental Quality Questionnaire and the Coaches' Motivation Questionnaire, and in order to identify the challenges that the researcher may face when applying, both questionnaires were applied to a randomly selected group of the main research sample representing the sample of the survey application, which is (10) football tennis players, and the application process was conducted on (10/3/2025), and after the completion of the application process, the researcher was introduced to the required time to answer The average of the two questionnaires was 18 minutes.

Statistical Analysis

After the researcher verified that both the Supportive Environmental Quality Questionnaire and the Trainers' Motivation Questionnaire had the attribute of apparent honesty, the researcher arrived at the initial picture of each of them, and in order to complete the preparation process of the research tools, the researcher applied them to a randomly selected group of the main research sample representing the statistical analysis sample, which has a number of (98) players, and the application process took place during the period of time between (25-30/3/2025), after which the results were extracted, processed statistically, and analyzed through a set of processes The statistics needed to make sure that it has the characteristics of honesty and consistency.

Honesty of the internal consistency of search tools

In order to identify the consistency of the statements of both the Supportive Environmental Quality Questionnaire and the Trainers' Motivation Questionnaire with the overall form of the questionnaire to which they belong, the researcher extracted the validity of the internal consistency between the scores of the statements of each questionnaire and the total score of the questionnaire, and Table (4) shows the validity of the internal consistency of the two questionnaires.

Table (4) shows the results of internal consistency validity

Coaches' motivation			Supportive Environmental Quality		
Significance Level	Correlation coefficient	Paragraph	Significance Level	Correlation coefficient	Paragraph
0.000	0.894	1	0.000	0.506	1
0.000	0.885	2	0.000	0.776	2
0.000	0.866	3	0.000	0.770	3
0.000	0.887	4	0.000	0.819	4
0.000	0.913	5	0.000	0.733	5
0.000	0.875	6	0.000	0.893	6
0.000	0.835	7	0.000	0.886	7

Coaches' motivation			Supportive Environmental Quality		
Significance Level	Correlation coefficient	Paragraph	Significance Level	Correlation coefficient	Paragraph
0.000	0.827	8	0.000	0.891	8
0.000	0.717	9	0.000	0.883	9
0.000	0.918	10	0.000	0.878	10
0.000	0.951	11	0.000	0.974	11
0.000	0.921	12	0.000	0.854	12
0.000	0.926	13	0.000	0.869	13
0.000	0.846	14	0.000	0.894	14
0.000	0.914	15	0.001	0.358	15

From the observation of Table (4), it is clear that the statements of the Supportive Environmental Quality Questionnaire have a significant internal consistency with the total score of the questionnaire, as the degrees of correlation between them were close to (0.358-0.974), and at significance levels close to (0.001-0.000), as well as the phrases of the trainers' motivation questionnaire had a significant internal consistency with the total score of the questionnaire, as the correlation coefficients between the scores of the statements and the total score of the questionnaire were close to (0.717-0.951), and at significance levels of (0.000) for all of them.

Stability coefficients for search tools

The researcher used the half-segmentation method to find the stability coefficients for both the Supportive Environmental Quality Questionnaire and the Trainers' Motivation Questionnaire, which is based on dividing the statements of the two questionnaires into two sections, one of which includes the individual statements, while the second includes the even statements, and then the correlation coefficients between them are extracted to find half of the stability for them, and then the extracted results were processed through the Spearman-Brown equation to extract the total stability of the two questionnaires, and Table (5) shows the stability of the two questionnaires.

Table (5) shows the stability coefficients of the research tools

Coaches' motivation	Supportive Environmental Quality
Link between the two halves of the instrument	Link between the two halves of the instrument
0.844	0.644
Treatment with the Gettman equation	
0.914	0.784

The Final Image of the Search Tools

After verifying the validity and consistency of the two questionnaires of the supportive environmental quality and the motivation of the coaches in the football clubs , the final form of each questionnaire settled on (15) statements, and both questionnaires are answered using a five-point scale that includes the following options: (I agree completely, I often agree, sometimes I agree, I rarely agree, I never agree), and accordingly, the highest possible score for each questionnaire is (75) points, while the lowest score is (15) Grades.

The Ultimate Application of Research Tools

The researcher applied both the Supportive Environmental Quality Questionnaire and the Coaches' Motivation Questionnaire to a sample of (66) football tennis players, and the application process took place during the period from (15/4/2025) to (20/4/2025).

Determine the terms levels of your search questionnaires

In order to determine the levels of the phrases of both the Supportive Environmental Quality Questionnaire and the Trainers' Motivation Questionnaire, the researcher used the method of determining the length of the category, which is represented in finding the length of the category among the arithmetic media, and Table (6) shows the method of determining the levels of the research tools.

Table (6) shows the method of determining the levels of the paragraphs of the two research tools

Level	Category Length
Very low	1.00-1.80
low	1.81-2.60
medium	2.61-3.40
High	3.41-4.20
Very high	4.21-5.00

View and discuss results

Table (7) Levels of Supporting Environmental Quality Questionnaire Statements

Level	Standard deviation	Arithmetic mean	Content	Paragraph
low	1.026	2.60	The club provides modern equipment and equipment suitable for regular football and tennis training and matches.	1
low	1.093	2.53	All sports facilities dedicated to football tennis undergo regular and regular maintenance to make them clean and safe to use	2
medium	1.003	2.73	The club provides sufficient financial support to cover the costs of training, participation in local and international	3

Level	Standard deviation	Arithmetic mean	Content	Paragraph
			tournaments, and to provide for the basic needs of coaches and players.	
medium	1.317	2.87	The club's management ensures that there are open, transparent and effective communication channels between all levels (management, coaches, players) to promote information exchange and problem solving.	4
medium	1.173	2.80	Coaches and players feel that their efforts are appreciated and valued by the club's management and fans and are continuously morally motivated by praising successes and honoring achievements	5
low	1.265	2.57	The club provides regular and available opportunities for coaches to attend specialized workshops, advanced training courses and international conferences with the aim of keeping up with the latest strategies and tactics in football tennis	6
medium	1.296	2.93	The club's management provides technical, psychological and administrative support to coaches and players to help them overcome challenges and obstacles that they may face during training and competitions	7
medium	1.357	3.33	The club works to build and promote a culture of teamwork and positive cooperation between coaches, technical and administrative staff, and players.	8
medium	1.397	2.73	Relationships of mutual respect , trust and mutual support prevail between coaches and players	9
medium	1.257	2.67	The club is keen to provide a physically and psychologically safe training and competition environment free from any form of excessive negative pressure or discrimination	10
medium	1.188	3.07	The roles and responsibilities of coaches and players are clearly and organized and avoid overlapping between them	11
medium	1.317	2.87	Coaches and players receive regular , constructive, and specific feedback on their performance that helps them identify	12

Level	Standard deviation	Arithmetic mean	Content	Paragraph
			and work on their strengths and weaknesses	
medium	1.243	2.93	The Department encourages trainers to innovate and experiment with new training methods by providing the necessary support and resources	13
medium	1.272	3.00	The club is committed to applying the principles of justice, fairness and transparency in all decisions and dealings, whether they are related to technical choices, evaluations or bonuses	14
low	1.039	2.00	Coaches and players feel a deep sense of belonging and loyalty to the club and a desire to continue and give their best to achieve its long-term goals	15
medium	1.216	2.77	Questionnaire	

Table (7) shows that the levels obtained by the statements of the Supportive Environmental Quality Questionnaire in football clubs were close to (low and medium), as the phrases (1, 2, 6, and 15) obtained low levels with arithmetic modes of (2.60, 2.53, 2.57, 2.00), while the phrases (3, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14) obtained medium levels with arithmetic modes of (2.73, 2.87, 2.80). 2.93, 3.33, 2.73, 2.67, 3.07, 2.87, 2.93, 3.00), while the Supporting Environmental Quality Questionnaire in its overall form was at an average level with an arithmetic mean of (2.77).

The average result obtained by the Environmental Quality Questionnaire supporting tennis clubs in Iraq paints an in-depth picture of the challenges faced by these clubs, and the researcher can attribute this to the lack of basic infrastructure that must provide a safe and effective training environment for the practice of this game, and that this deficiency not only affects the quality of training and matches, but also raises questions about the seriousness of the clubs in continuous investment in the game, as well as the lack of financial support that It covers the costs of training and participation in tournaments, and providing the basic needs of coaches and players is a major obstacle to the development of the game, as well as the lack of open, transparent and effective communication channels between all levels within these clubs reflects a problem in the structure of the administration, where the lack of effective communication leads to misunderstandings, the accumulation of problems without a solution, and the inability to make quick and appropriate decisions, which reduces the efficiency of teamwork and affects trust between different parties. The feeling of coaches and players that their efforts are not appreciated and valued enough, with the absence of continuous moral motivation represented inpraising successes and honoring achievements, has generated frustration that has destroyed the passion and commitment of players and coaches alike, as well as the lack of professional development opportunities for coaches that indicate a lack of keeping pace with global strategies, which negatively affects the quality of training and the development of the game locally. The low results of respect and trust relations, and the absence of a safe environment from pressure or discrimination reflect an imbalance in the club's

organizational culture, hence the accumulation of these negatives has led to a weak affiliation and loyalty to the club by its members, which threatens its stability and ability to retain talent and achieve its long-term goals.

With reference to (Prayoga et al. 2024) If The importance of supportive environmental quality within organizations lies in its positive impact on improving the work environment and developing the mental health and well-being of employees, since the Providing a suitable work environment that helps reduce stress and psychological stress associated with job duties, and enhances employees' sense of security and comfort, thus reflecting on their professional performance and overall work quality. (Prayoga et al. 2024:165)

Table (8) Levels of Trainers' Motivation Questionnaire Phrases

Level	Standard deviation	Arithmetic mean	Content	Paragraph
medium	1.499	3.33	Trainers have a strong desire to seek out new and innovative training methods to develop their existing plans	1
medium	1.463	2.87	They dedicate enough time to reading books and scientific articles specialized in sports training in order to improve their plans	2
medium	1.558	3.00	They actively participate in workshops and training courses that offer new methods for developing training plans	3
medium	1.243	3.07	They seek feedback from the players, the technical staff and the management on the effectiveness of the training plans with the aim of improving them	4
medium	1.149	3.40	They take accurate notes on the progress of the training modules and the performance of the players to be used in the development of future plans	5
medium	1.347	3.27	They believe that continuous development of training plans is the key to long-term success in tennis	6
medium	1.153	3.13	They discuss their training ideas and plans with their fellow trainers to share experiences and get different perspectives	7
medium	1.256	2.87	They closely follow the training methods used by successful coaches at other clubs and try to adapt them to suit their teams	8
medium	1.283	2.86	They use modern technology such as performance analysis software to help them evaluate and develop their training plans	9

Level	Standard deviation	Arithmetic mean	Content	Paragraph
medium	1.508	2.80	They change their training plans if they find that they do not achieve the desired results or do not suit the needs of the players.	10
medium	1.357	3.12	They focus on developing training plans that enhance the technical, physical, tactical and psychological aspects of my players in an integrated manner	11
medium	1.578	3.35	They consider the process of developing training plans to be an essential and enjoyable part of their work as trainers	12
medium	1.416	3.27	They feel a great passion for tennis coaching and enjoy spending their time on the court with the players	13
High	1.460	3.47	They believe that coaching is a noble profession that contributes to building the character of players and developing their sports values	14
High	1.130	3.60	They have a desire to make a positive mark on the club and the local community through their work as coaches	15
medium	1.360	3.16	Questionnaire	

From the observation of Table (8), it is clear that the statements of the Trainers' Motivation Questionnaire to develop their training plans obtained levels close to (medium and high), as the phrases (1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 13) obtained medium levels with arithmetic averages of (3.33, 2.87, 3.00, 3.07, 3.40, 3.27, 3.13, 2.87, 2.86, 2.80, 3.12, 3.35, 3.27), while the phrases (14, 15) obtained high levels with arithmetic averages of (3.47, 3.60), while the coaches' motivation questionnaire in its overall form was conducted at an average level with an arithmetic average of (3.16).

The researcher attributes the average result obtained by the coaches' motivation questionnaire to the fact that coaches do not allocate enough time and attention to read specialized books and scientific articles in order to improve their plans, and their participation in workshops and training courses that provide new methods to develop training plans is not the required activity, in addition to the lack of effort in their quest to obtain regular feedback from the players, the technical staff, and the administration about the effectiveness of the training plans. These coaches that the continuous development of training plans is the key to long-term success may not be sufficiently established in everyone, which affects their motivation for research and development, as well as discussing training ideas and plans with colleagues to exchange experiences and get different perspectives, and following up on the training methods used by successful coaches in other clubs and adapting them is not done optimally, in addition to their poor ability to The use of modern technology such as performance analysis programs to help them evaluate and develop their plans undoubtedly deprives them of important analytical tools, in addition to the state of procrastination

characterized by their initiatives to change training plans in the event that they do not achieve the desired results, or they do not suit the needs of the players, and one of the factors that led to the emergence of this result is that Their focus on developing training plans that enhance the technical, physical, tactical and psychological aspects of players in an integrated way may not always be comprehensive, which indicates the need for more holistic planning and therefore these factors together contribute to the coaches' level of motivation remaining at a moderate level that does not meet the ambition towards developing their training plans.

With reference to (Kane, Mishra, and Dutta 2017) that motivation directly affects the performance of the trainer, and that motivation is affected by other factors such as emotional intelligence, self-skills, and the cleanliness of the training, which reflects the importance of motivating coaches continuously, Motivation consists of internal and external factors, and it is emphasized that improving the motivation of coaches requires increasing self-motivation and morale. And if Increased motivation leads to better performance of coaches, which contributes to improving the results of the sports teams they supervise.

(Kane et al. 2017:2)

Table (9) shows the summary of the simple linear regression model of the supporting environmental quality variables and the motivation of trainers

Significance Level	Value (P)	Percentage of Contribution (R2)	Correlation coefficient (t)	Independent variable	Dependent variable
0.000	405.234	0.715	0.846	Coaches' motivation	Supportive Environmental Quality

Table (9) shows that there is a positive significant correlation between the Supportive Environmental Quality Questionnaire and the motivation of coaches to develop training plans with a degree of (0.846), at a significant level of (0.000), in addition to the presence of a percentage of the contribution of supportive environmental quality to the motivation of coaches with a degree of (0.715), which means that approximately (71%) of the variation in the motivation of coaches to develop training plans is due to the tennis clubs having a quality environment in support. The rest would like other variables.

The researcher attributes these results to a basic and important fact in the sports work environment, that when a coach finds himself in an environment that provides him with the necessary support, whether this support is financially represented in modern equipment and good maintenance facilities, or morally through the appreciation of the management and the public for his efforts, or administratively through effective and transparent communication channels, this reflects positively on his motivation. The supportive environment makes the coach feel safe and stable, and enhances his sense of belonging, which reduces the negative pressures that may face his work, and helps him

to focus more on his basic tasks, which is to develop the performance of the players through innovative and effective training plans. Motivated to take advantage of these opportunities and apply what they learn in their training plans, and the feeling of these coaches that there are open communication channels that enable them to discuss their ideas and challenges with the management, will give them confidence and support, which encourages them to submit new ideas and modify their plans based on the feedback they receive, hence the percentage of contribution of the supportive environmental quality in the motivation of the coaches emphasizes the pivotal role played by the management and clubs in motivating their technical cadres, and This means that the development of coaches' motivation is not only based on their personal characteristics or self-desire to develop, but is heavily influenced by the circumstances around them, and that investing in improving the supportive environmental quality within football clubs is not a luxury, but rather a strategic necessity that directly contributes to raising the level of coaching performance, and thus achieving better results in the long term.

Conclusions

- The average result of the Supportive Environmental Quality Survey is that the current environment of football clubs does not provide adequate support for coaches and players, which negatively affects the quality of training, performance, and affiliation, and that the result indicates structural and administrative challenges that prevent the full potential of these clubs.
- The average score of the Coaches' Motivation Survey in football clubs indicates that coaches have a moderate motivation for development, which is due to factors such as lack of up-to-date knowledge, poor feedback, and limited opportunities to share experiences and use technology, which limits their ability to develop comprehensive and effective training plans.
- The quality of the supportive environment provided by tennis football clubs directly and positively affects the motivation of coaches to develop their training plans, which means that improving this environment is necessary to enhance the motivation of coaches and thus improve the level of training.

Recommendations

- The researcher recommends that the administrations of football clubs in Iraq undertake a comprehensive re-evaluation of their current administrative structures and practices, with a focus on investing in material and human resources, and developing effective communication channels and a culture of appreciation, with the aim of building an adequate supportive environment that raises the quality of training and performance and enhances belonging, enabling clubs to achieve their full potential.
- The researcher recommends the importance of the administrations of football tennis clubs designing continuous professional development programs for coaches that focus on providing them with modern knowledge, promoting effective feedback mechanisms, providing regular opportunities for exchanging experiences, and encouraging the use of technology in planning and analysis, with the aim of raising their motivation and ability to build integrated training plans that keep pace with global developments in the game.

- It is recommended to intensify investment in improving and developing the quality of the supportive environment within tennis clubs, by providing the necessary resources, enhancing effective communication, and providing moral and material support to coaches, to ensure that they are motivated by the continuous development of training plans, which reflects positively on the level of overall performance and the results achieved.

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