



Administrative deviations (organizational and behavioral) among the officials of the administrative divisions in the Directorate of Youth and Sports in DhiQar Governorate from the point of view of the employees

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I. INTRODUCTION AND RESEARCH IMPORTANCE:

The administration has become in its vocabulary a note because it is based on foundations and rules and is based on a precise scientific approach. These indicators have given the administration that great importance in the sports field, as it is not possible to work without paying attention to this referendum on the main elements of management because the administrative process has become a necessity to lead and manage individuals and groups. By using the principle of encouraging and motivating workers in order to have a role in the process of supporting and enhancing the capabilities of workers in the sports community, on this basis, many management writers stressed the need for institutions and organizations to pay attention to management, as (Bashir Al-Alaq) stated that (institutions and organizations should be concerned with In the systems of all kinds in management, an approach and an elegant way of life, after realizing that creating a successful administrator would contribute to the progress and development of various organizations and projects through the optimal use of time, material and human resources, through its contribution to the graduation of generations of people, training and qualifying them to be able to Creation and creativity in the administrative, economic and development fields. Modern management has a major role in providing highly accurate technical jobs with a high level of performance and a high degree of efficiency. The failure of management in sports institutions, or the failure of managers in managing their organization, comes from the presence of functional diseases that affect the administrative

ABSTRACT

This study dealt with the subject of administrative deviation as a deviant act that represents the abuse of power issued by the higher employee or official in the field of administrative work with the aim of profit or gain from his job. On achieving its objectives and the tasks assigned to it, which negatively affects the provision of good service and creates several administrative, psychological and economic problems that contribute to the decline in the work of the institution. The aim of the study: Measuring the level of administrative deviations (organizational and behavioral) of the Division officials in the Directorate of Sports and Youth in DhiQar Governorate from the workers' point of view. The researcher used the descriptive approach in the survey method due to its relevance to the nature of the current study. The nature of the phenomenon and the objectives set require the researcher to choose the appropriate approach. The population of the research sample was chosen by the intentional method from the employees of the Directorate of Youth and Sports in DhiQar Governorate, with a percentage of 100%. The researcher concluded/ appeared that the sample of the application fell at the average level. The researcher recommended/ the current scale is a tool to detect the level of organizational and behavioral deviation among the division officials in the Directorate of Sports and Youth in DhiQar Governorate from the point of view of the workers. Establishing courses for officials and benefiting from them in the process of developing them in the administrative aspects.



Define terms

Administrative Deviation: It is that behavioral pattern that violates the common systemic standards and expectations whose legitimacy is recognized within the social system. Administrative deviation is represented in the prevalence of opportunistic behavior or the tendency to exploit the authority in a way that harms the public interest for the sake of individual interest, or deviation from the administrative authority and its use in other than its legitimate fields.

system, causing problems and obstacles that hinder its access to its goals. The coach is part of the administrative apparatus, as he is vulnerable to infection with this disease, and diagnosing the disease facilitates the process of its treatment by developing appropriate solutions without confusion, which helps in the development of administrative work and ensures its safety. The safety of administrative work achieves economic and social development as well as directing efforts towards optimal achievement.

II. RESEARCH METHODOLOGY AND FIELD PROCEDURES:

Research Methodology:

The researcher used the descriptive approach in the survey method due to its relevance to the nature of the current study. The nature of the phenomenon and the objectives set require the researcher to choose the appropriate approach.

Research community and sample:

The research community consisted of (200) employees of the Directorate of Youth and Sports in DhiQar Governorate. As for the research sample, it was chosen in a deliberate way, numbering (180) and representing 90%.

Research Objectives:

The research aims to measure the level of administrative deviations (organizational and behavioral) among division officials in the Directorate of Sports and Youth in DhiQar Governorate from the point of view of employees

Research Areas:

1. The human field: the employees working in the Directorate of Youth and Sports in the governorate of 1 YaQar
2. Time range: 10/1/2021-1/4/2021
3. Spatial domain: Forums and Division of Youth and Sports Directorate in DhiQar Governorate.

Table (1)View build model and sample application

the total	The number of sample members of the application	Number of construction sample personnel	Number of people in the survey experiment	The research sample	No
200	70	100	0 1	200	1

the previous in-depth research variables, such as the study of Dr. Jamal Muhammad Ali, two domains (the domain of organizational deviation and behavioral deviation) were prepared and included in the domain (32) items for the organizational domain and (30) items for the behavioral domain and thus in the language of the number Vqrat the equation of scale B, but the crown 62 items, substitutions adopted are (always, sometimes, forever), and scores are given (3, 2),(1)

Devices and tools used

The researcher used the available tools, devices, and means

Field Research Procedures

The Research Tool For the purpose of achieving the research objectives and measuring the variables, the researcher prepared the research tool, which is the first measure of (organizational and behavioral) deviations from some students, similar to information on sources and literature. The criteria of

Table (2)Shows the validity of the proposed axes

indication	(K)	percentage	Does not fit	percentage	Repair	Fields	No
0.001	11,267	%7	1	%93	14	axis organizational deviation	1
0.020	5,400	%20	3	%80	12	behavioral deviation axis	2



and the final analysis led to raising the paragraphs in which the calculated chi score was less than the tabulated chi score such as the tabulated chi score. It was at the level of significance (0.05) and at the degree of freedom (1) it was equal to (3.84)

The number of paragraphs that were downloaded was (14) paragraphs, namely:

Scope of organizational deviation: six paragraphs (3, 5, 18, 19, 24, 25)

Behavioral deviation domain: eight items (27, 28, 37, 50, 53, 56, 1, 6)

It is not significant, and the number of paragraphs after deletion has become (48) paragraphs distributed over the measurement areas and as shown

Presenting the paragraphs of the scale to the arbitrators

After the scale was prepared as an introductory one, which contained (62) items distributed among two groups, the researcher included the following:

First: The scale was presented in its initial form to a group of arbitrators with expertise and experience in the field of sports, administrative, psychological, test and measurement, in order to identify the validity of the paragraphs of the scale and their suitability for measuring what was. As well as evaluating and amending paragraphs and judging them in terms of wording and accuracy in content. Where some paragraphs were merged because they are similar in meaning, as well as some paragraphs that the arbitrators made their observations about,

Table (3) The number of paragraphs of the scale appears in its initial form before it is presented to experts and specialists and after it is presented to them, distributed over the fields

The number of scale items after the percentage of acceptance by experts	The number of paragraphs of the scale in its initial form	the field	No
24 paragraphs	30 paragraphs	Axis of organizational deviation	1
5 2 paragraphs	32 paragraphs	behavioral deviation axis	2

Initial application of the scale

The scale was applied to a construction sample of (100) employees of the Directorate of Youth and Sports in DhiQar Governorate.

Scientific basis of the scale

The process of preparing the scale requires the availability of basic and important conditions to ensure the safety of the scale process, these are the conditions of validity and reliability and this funeral affirmation that it must provide evidence for the designers of the reliability test and the validity instrument (2)

Honesty

The validity of the information included in the scale means that the instrument is able to measure the characteristic or objective for which it was designed. (3)

Apparent honesty

This type of validity aims to determine the representation of the test or measure the distinctive aspects or characteristics required for the measurement, and is used to determine the opinions of the experts concerned in the field that the test is trying to measure (4) This type of validity is achieved when the measure is presented to a group of specialists in the field of tests Measurement, sports psychology, and kinesthetic learning to determine the validity of its paragraphs and the

Experience exploratory

After the scale is ready to be applied by the researcher to conduct an exploratory experiment to find out (the measure of administrative deviation) on the initial sample of employees, the researcher on Thursday (15/2/2021) and on golf widows to choose (10) employees in the Directorate of Youth and Sports in DhiQar Governorate, Nasiriyah Center For the purpose of ensuring that the sample understands the instructions of the scale and the clarity and understanding of the paragraphs and the way they are formulated. In order to reveal the unclear paragraphs in terms of their language and wording, the researcher asked the sample to read each paragraph carefully and put a sign in front of the paragraph if it was clear and a sign in front of the paragraph if it was unclear.

Main experience

The directorate's goal from this experiment is to apply the measure of administrative deviation for the officials of the people of youth and sports in the first governorate of DhiQar as a final goal for the paragraphs of statistical analysis and knowledge of the discriminatory power by measuring the paragraphs and identifying distinct and undistinguished paragraphs for the period from 20/2/20 21 to 26/2/20 21 Therefore, the researcher followed the following steps:



compare two different groups from the total group (2)

Stability Scale

The stability of the test refers to the scores obtained by the same individuals at different times of the procedure, this means that the position of the individual relative to his group does not fundamentally change in this case, and the stability of the test also means stability, meaning that if the measurements are repeated for one individual, his score will show some stability, and one of the statistical methods for determining the reliability coefficient

Alpha Cronbach method

The researcher used this method because it is “used in any type of objective questions and articles” (6) Stability has been extracted in this way, by applying Kornbach's equation to the members of the construction sample consisting of (100) players using the statistical bag.

Statistical estimates of the results of the probes on the scale

Where the value of the deviation coefficient is (0.425), which is a positive value and this indicates that the normal curve is heading to the right and the value reached by the researcher is a small value indicating that the sample is distributed in some way. This is close to a normal distribution because the model's distribution coefficient is zero and flattens out as its value approaches (3)

extent to which those paragraphs can measure the nature of the supplement.

Sincerity of construction

This type of validity "depends on theoretical assumptions that are empirically verified, and is therefore considered to be one of the most complex types of validity." (5) It is also considered one of the most appropriate types of validity for construction, and is called the validity criteria of the concept or the validity of the default configuration. This type of validity was calculated by:

First: the style of extremist groups

It is accessed by highlighting the items in the current scale. This was verified when the discriminatory power of the items was calculated by the method of the two extreme groups and by using the test (T-test)

Second, the ability to distinguish

The researcher used the method of the two final groups to reveal the distinct elements in constructing the two scales discriminative ability means "the extent to which vertebrae are able to distinguish between those with higher levels and those with lower levels of players with respect to the domain measured by the items." (1) For the purpose of calculating the discriminatory ability of a scale, the researcher followed two sets of scores, one of which represents (27%) the individuals with the highest scores and the second (27%) of the individuals with the lowest scores, and the percentage (27%) is. are considered the highest and lowest. Acceptable to

Table (4) It shows the arithmetic mean, standard deviation, median and coefficient of deviation of the measure of managerial deviation for football coaches.

skew modulus	standard error	standard deviation	Arithmetic mean	the scale
425 .0	0,513	71,899	911 , 8 8 1	Deviation management for coaches hatefoot

Thus, it becomes clear to us that the number of units of the base of the natural curve is (6) units, where these units are called the range and by dividing them by (6) standard degrees on (5) levels that the researcher has chosen so that each level appears to contain (1.2) units, which correspond With (12) standard scores in the percentage division of the modified standard scores. As shown in Figure (4) and shown in Table (9) - (10)

Standard scores of the scale

”Extracting the standard scores is an important step to legitimize the scale and on the grounds that the initial scores obtained by the laboratory do not depend in comparison with other testers until after conversion to the standard scores, which tell us how to perform from others in the same test” (7)

Standard levels of scale

A characteristic of a normal distribution is that its base is divided into standard units in terms of (p) (8)



Table No. (5) Shows the standard grades, the modified grades, the initial grades and the levels for the building sample

percentage	the number	Raw grade	Standard score modified	Standard score	Levels
%11	11	206-245	68-80	1,8+ 3+	very high
%45	45	167-205	56-68	0,6+ 1,8+	High
%28	28	128-166	44-56	0,6- 0,6+	Middle
%10	10	89-127	32-44	1,8- 0,6-	Low
%6	6	49-88	20-32	3- 1,8-	very low

Statistical means

Percentage. Kai Fund. T test for independent samples. Simple correlation coefficient (Pearson). Spearman-Brown equation. Standard deviation. Alpha Crow Nachs Transactions. Z grade and T. Standard. Arithmetic mean. Mediator. Distortion coefficient. The researcher used the Statistical Information System (SPSS)

Presentation, analysis and discussion of the results
Presentation of the results of the organizational field for levels of deviation, analysis and discussion.

Final application of the scale

After completing all the requirements and procedures for designing the scale, the counter becomes ready to apply component (4 9) where the final scale of the researcher's image is applied to the application of a sample of (70) employees from the Directorate of Youth and Sports. inDhiQar Governorate. In (24/3/202 1 -2 9/3/202 1), (70) questionnaires were retrieved, and after analyzing the sample responses, the data of their answers were collected in a special way, as each employee had a special degree of it.

Table No. (7) Shows the arithmetic mean, standard deviation, and sample level applied in the field of organizational deviation.

the level	standard deviation	Arithmetic mean
middle	499 , 35	761 , 205

Table (8) shows the raw scores, levels, number and percentage of the organizational deviation axis

percentage	the number	Raw grade	Levels
%14.28	10	206-245	very high
%60	42	167-205	High
%17.14	12	128-166	Middle
%5.71	4	89-127	Low
%2.85	2	49-88	very low

previous results, that officials who obtained a very high level and a high level in the field of organizational deviation return to the control of the authority of kinship, friendship and favoritism in selecting employees and not relying on foundations. Efficiency as a criterion for selecting players, while officials who have obtained an average level in the field of organizational deviation see the researcher in everything Saulin must know that every managerial level and any managerial action exercises the organizational function, but the dimensions of this function differ and the scope, importance and complexity of the exercise from one

It is clear from Table No. (8), which represents the range of levels of organizational deviation, that the number of employees who have reached a very high level is (10) employees (1 4.28%) from the original application. from the community. Employees with a high level number (42) were players of any percentage (60%), the average level in the number of employees at this level (12) players of any B percentage (17.14). %), while the level of the number of employees at this level (4) decreases, i.e. by (5%) and a very low level in the number of employees at this level (2), i.e. by (2.85%). The researcher believes, through the



these experiences accumulated. to exercise. Management career for many years and their participation in the development of courses Presentation, analysis and discussion of the results of field levels of deviation in behavior

level of management to another. The researcher attributed the cause of the pain to Solin being at a low and very low level in the field of organizational deviation to the enjoyment of this pain through Solin's extensive experiences in the field of organizing the work of sports management, and

Table (9)

Levels	standard deviation	Arithmetic mean
Middle	40 .36	15 , 235

It shows the arithmetic mean ,standard deviation,and level of the application sample in the field of behavioral deviation

Table (10) shows the raw scores, levels, number and percentage of the behavioral deviation range

percentage	the number	Raw grade	Levels
% 14 . 7 1	2 1	206-245	very high
% 55.71	39	167-205	High
% 28 . 4 1	0 1	128-166	Middle
% 11.42	8	89-127	Low
% 1.42	1	49-88	very low

other obligations Which exceeded the Department of Education for Game Arts to the Department of Education, as it is the example and role model for its players)). Also, the researcher believes that the reason for the officials to obtain a very low and low level, but that the work of these officials is characterized by a high degree of dynamics and the relationship between the employee and the official and in a specific environment And the official should know that what is important is not the skills he possesses as much as what he does and what kind of skill he must take and at what time.

III. CONCLUSIONS AND RECOMMENDATIONS

Conclusions

1. The demand model appears to have fallen to the average level.
2. It was reached how to know the administrative deviation of the officials of the people of the Directorate of Youth and Sports from the point of view of workers in DhiQar Governorate.
3. The levels of the areas were determined by statistics and results obtained by insulin pain (very high - high - medium - low - very low).
4. There are some manifestations of administrative deviation among officials of the people of the Directorate of Youth and Sports from the point of view of workers in DhiQar Governorate.

Table (10) shows that the sample was distributed on several levels in the field of behavioral deviation, when we see at a very high level (12) employee's reached this level, or 17.41%. As for the high level, the number of employees who reached this level was (39) employees A percentage of (55.71%). As for the average level, the number of employees who reached this level was (10) employees, or a rate of (14.28%). As for the low level, the number of employees who reached this level was (8) employees, i.e. (11.42%). Very low, so the number of employees who obtained this level was (1) employees, i.e. (1.42%), we see through this that the reason for officials to obtain a very high and high level is because all the administration depends on employees to achieve the goals and it is difficult to find the achievement of the goals not Employees are affected, just as every decision, every problem, or every relationship often includes employees, whether directly or indirectly, and that the administrative body of planning, organization and control cannot exist without employees. The researcher attributes the reason for the officials to obtain an average level, but effective leadership is characterized by certain strategies that can be applied, and therefore the effective administrator is the one who uses these strategies ((The coach is the main driver of the training process, and his work is not limited to communicating his information and experiences to his players, but is linked to many



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Recommendations

1. Work on developing the leadership level of the administrative division officials.
2. Organizing courses for officials and benefiting from them in the process of developing them in the administrative aspects.
3. Benefit from the expertise of specialists in the field of management, such as academic experts.
4. Interest in preparing an organizational structure for youth and sports directorates in Iraq.

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Appendices

Administrative Deviations Scale (Organizational and Behavioral)

First: The axis of organizational deviation: It means the organizational violations issued by the manager during the performance of his work tasks and related to the work and the tasks assigned to him.

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Start	Sometimes	always	paragraphs	No
			Not keeping employees away from administrative problems	1
			There is no intimate relationship between the manager and all the employees	2
			The manager neglects the ability of workers to adapt and the trend towards achievement	3
			Not characterized by pain der flexibility and cooperation	4
			The manager does not have a record of taking notes about his work	5
			There is no clear definition of the duties of employees	6
			Pain is not seeking monastery not Aad workers about the problems of technical	7
			Do not take pain monastery places and conditions right inside the section that allows him to see all workers	8
			I have no tide seen by the courses and workshops development	9
			Does not respect the tide saw time work	10
			The plans are not commensurate with the capabilities of the employees	11
			Divulges tide saw the secrets of working that seen it	12
			Unable to organize his work	13
			Prepared plans are executed at inappropriate times	14
			There are shortcomings in organizing work in a way that gives each employee an opportunity to show his abilities	15th
			It does not have the ability to deal with the responsible attitude of n and knowledge of nature and emotional moods for them and their leadership styles under the law and instructions	16
			The actions of the tide seen reflect hypocrisy	17
			The manager does not have the ability to direct and guide employees even before starting work in the department	18
			He can't control his nerves at critical times	19
			Accept the tide saw mediation and favoritism	20
			He misses his authority against employees	21
			Employees should not share their joys and sorrows	22

Second :axis deviation of behavior :the offenses committed by the individual pain monastery (which relates to the field of personal in his actions and different situations during work



Start	Sometimes	always	Paragraphs	No
			He sticks to the field plan despite its trial and failure	1
			The presence of a state of dissatisfaction on the part of the employees about the actions of the manager	2
			Employees do not feel that the manager gives an important role to each department employee	3
			Feel the workers frustrated by lack of sense of interest tide seen	4
			The employees feel a high level of pressure exerted by the manager	5
			The tide does not care see the maintenance of tools and equipment in the department	6
			It does not motivate employees to work harder	7
			Devotes little time to resolving disagreements as they arise	8
			Not making the right switch at the right time	9
			It refuses to tide seen to explain and justify the various actions	10
			Unable to convince employees that it is working for them	11
			It does not encourage the spirit of fair competition among employees to improve their level of performance	12
			It does not try to raise the morale of the workers	13
			He does not have the ability to develop a sense of responsibility among employees	14
			Do not develop the tide saw the spirit of teamwork among employees	15
			Do not Imitl as the tide seen tendencies towards the consolidation of a culture of change and development of the employees	16
			Do not make the tide seen the effort to clear the success of the section	17
			Most workers do not feel the importance of the manager because he lacks professionalism	18
			Do not encourage and appreciate the outstanding performance of employees	19
			The manager prioritizes his personal interest over the interest of the organization	20
			Tidal uses seen some of the terms that are not worthy to work administrative	21
			Assistant crew feel the manager and staff that personal tide seen is worthy of respect and acceptance	22