

# Job Description For Volleyball Administrator

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**Abstract:** *The study aims to identify job description, conditions, job qualifications, duties, terms of reference and responsibilities of the volleyball administrative director. The researcher used the descriptive method (survey), and the study population included the team managers, referees and players of the clubs participating in the Kurdistan Volleyball League. The study consisted of (120) individuals, and applied in the period 16/9/2017 to 1/11/2017. The most important conclusions, the team administrative director must possess personal qualities (physical health, high physical fitness, healthy mental health, and emotional maturity, which helps them to accept the difficulties and problems they face, and commitment to moral values - self-denial, humbled, accepting constructive criticism and long experience playing the sport at a high level and work in the administrative field In addition to achieving tangible results in the teams they worked with). Duties and responsibilities of team administrative director (has the ability to plan and define policies and procedures and to organize subordinate activities as he supervises, controls and coordinates between them and has the ability to make appropriate decisions according to the needs of the situation) Job description of the team administrative director (holding a university qualification as well as a specialized course in the principles of public administration science and being a former volleyball player in addition to his clear understanding of volleyball techniques).*

**Keywords:** *Volleyball team manager, Administrative director, duties, performance, job description, personal qualities*

## 1. INTRODUCTION

Volleyball is a competitive sport that has been able to occupy an advanced position among other sports and its high technical position has emerged through the volleyball tournaments for the (regional, Asian, and international) tournaments, especially the Olympic Games.

Kamal Al-Din Ahmed Darwish and Ashraf Mohammed Abdel Moez agree that management is an imperative necessity to manage the work in its collective form as it is considered a major means to achieve the goals of various institutions, organizations and societies and, through the available resources and capabilities according to human efforts characterized by the ability to plan, organize, direct and control. (Darwish, Kamal Al-Din Ahmed , Abdel-Moez, Ashraf Mohammed, 2000, p. 63).

ZakiMakki Ismail indicated that the organization is "defining the tasks through which the goals can be determined and then arranged in the form of specific jobs and duties and rights and then also the selection and identification of the people who perform them (Ismail, 2009, p. 151).

Hassan Al-Tohami also adds that the second administrative position, which is equivalent to the planning function in the amount of importance and organization of managers' positions in different organizations, which involves identifying actions and activities to be accomplished to achieve the goals With identification and selection of individuals entrusted with them to

achieve and implement those actions and activities in accordance with certain performance criteria, with the identification of centers of authority and responsibility, methods of control, supervision and coordination, in addition to building an organizational structure that defines various responsibilities in the organization (Al-Tohamy, 2009, p. 13).

The Administrative from Younis Ibrahim Haider's point of view it is the vital factor which depends on his skills and ability the results of the administrative process. He must whatever his responsibilities and whatever administrative level he occupies to perform functions that enable him to perform the role that he must play, and all of which are considered to be his duties and responsibilities As a result, the administrator must plan his duties, organize his work, manage the individuals working with him, direct them, lead their efforts and coordinate them, monitor the good performance of the group, and focus his efforts on the interconnected and interrelated relationships between planning, organizing, monitoring and directing(Haider, 2003, pp. 67-68).

Kamal Al-Din Ahmed Darwish and others state that job description has a role in the success of organizing work by describing positions clarifying the responsibilities and main powers of the various administrative positions, And knowledge of the limits of his powers in decision-making, And a contribution to choose the right person for the position, And that accurate description of managerial positions is one of the tools of importance in evaluating the performance of the incumbent and the main responsibilities and powers of managerial positions contribute to achieve coordination between the various employees(Darwish, Kamal, Al Hamamhi, Mohammed, Al Mohandes, Soheir, 2009, p. 93).

The researcher has noted through his work and field experience as a coach and administrator in the volleyball field for the University of Kirkuk team, There is an overlap in terms of reference between the administrative manager and the technical staff , And each of them has basic duties in the field of volleyball and the terms of reference of each of them technically and administratively, and the researcher sees the need to develop job descriptions for each administrative position and distribute administrative work for members of the technical and administrative team in clubs and unions This is what Mohammed Al-Serafi asserts that one of the conditions that must be considered when designing the organizational structure is that it is able to define the duties performed by workers in each administrative unit. Also, the relationship between the works assigned to them and other work, so that it is always linked to the overall goal of the organization. (Al-Serafi M. K., 2005, p. 64)

This is what the results of the study of Ibrahim Abdel Maqsoud(Abdel-Maqsoud, 1986)and TahaAbd Al-Rahim (Taha, 1995) indicated, that there is interference in the managerial and technical aspects of the coach, and there is a lack of coordination between the administrator and the coach in their work, regulations and foundations must be established to identify the qualities and qualifications of administrators, with setting up club regulations includes the most important tasks assigned to him and his administrative specifications.

Where the results of the study of Mohammed Jamal Al-Din (Mohammed, 2004) Mohamed Sharaqī(Sharaqī, 2007) emphasized the need to develop job descriptions for workers in clubs administration, federations, sports activity, his duties and responsibilities, job duties, educational qualification, years of experience, training courses obtained, language and behavioral and physical capabilities.

This is confirmed by the results of the study of Imad Amin Saeed Al-Hadidi that the choice of administrative leadership according to scientific criteria derived from the analysis of the administrative system and its requirements with interest in the individual's experience gained in the field of administrative leadership as a result of study or practice(Al-Hadidi, 2013).

The study aims to develop "the job description of the volleyball administrative director" through, knowing the conditions and job qualifications (specifications of the incumbents) for

volleyball administrative director and learn about the duties, powers and responsibilities of volleyball administrative director.

## **2. METHODS**

### **Participants**

It was chosen intentionally by the comprehensive inventory method represented by the members of each (administrators, coach, assistant coach, and players) in the Kurdistan Volleyball League in the northern region of Iraq. The size of the study population reached (120) individuals.

The sample of the pilot study consisted of (15) individuals, which were randomly tested from outside the study community, which is illustrated in Table (1).

Table (1) shows the total number of study population, which is (120) individuals, also shows that the pilot study sample consisted of (15) individual out of the study community thus, the total of the primary study sample reached (120) individuals, representing 100% of the study population.

### ***Data collection tool***

The researcher designed the questionnaire through the procedures that were followed to prepare the questionnaire:

- Review the scientific references and the results of previous studies related to the subject of research in the field of sports administration and management.
- The 3 axes of the questionnaire form were developed and presented to a group of (4) experts and academics, who are experts with experience in the field of sports management appendix (2), which was approved unanimously.
- The questionnaire phrases were prepared in their initial form and included (39) phrase distributed on the study axes, then formulated to suit the objectives and society of the study, thus the researcher reached the initial image of the questionnaire form.
- The questionnaire form was presented in its initial form to the experts to express their opinion regarding to adding or canceling and editing. The phrases have been agreed upon axes.
- Based on the opinions of the experts, the form was prepared to be in its final form – appendix (4) -. Where it included (39) key phrases distributed as follows:
  - The first axis: the personal characteristics of the administrative director and includes (22) phrase.
  - The second axis: the duties and responsibilities of the administrative director and includes (12) phrase.
  - The third axis: the job description of the administrative director and includes (5) phrase.

### ***Scientific transactions of the questionnaire:***

#### **First: validity:**

In order for the researcher to verify the questionnaire, he relied on:

**A. Face validity:** The questionnaire with all its contents (axes and expressions) was presented to (4) experts in the field of sports management and former members of the federation in order to seek their opinions on the extent of validity of the statements related to each axis separately. The approval of the experts – appendix (3) - to the questionnaire in its final form after editing, was considered the validity of the study tool.

**B. Internal validity:** The internal validity (correlation coefficient) was used to indicate the homogeneity of the axes and their phrases. Table (2) shows the correlation coefficient of the phrase with the total sum of the axes that belong to it and the [coefficient of Cronbach's alpha](#) for the axes.

Table (2) shows that the internal consistency validity for the phrases was between (0.577 to 0.986). This value is significant at the level of 0.05, which confirms that the phrases belong to each axis, because the phrases in their entirety contribute between the degree of each axis and the total degree of the questionnaire.

**Second: The reliability of the questionnaire:**

The reliability factor was found by applying the questionnaire and re-applying it to a random sample consisting of (15) individuals from outside the original community of the study and they have the same characteristics and they are (8) players alongside (4) referees and (3) administrators, in a time period of one week between the two applications, Table No. (3) Shows the consistency of the questionnaire.

Table No. (3) shows the significance of the differences between the first application and the second application of the study group that there are no significant differences between the first application and the second application where the calculated value of **T (0.722 to 0.851)** reached and these values are significant at a level (0.05) which confirms that the axes are characterized consistent, and it gives the same results if it is applied again to the same sample in the same circumstances.

**Third: Application of the questionnaire:**

The researcher applied the questionnaire to the study community, they were (120) individuals. In the presence of the researcher and handing over the form by hand, after completing the application of the questionnaire, it was collected and interpreted the private data to be subject to appropriate statistical treatments.

**Data analysis**

The statistical package for Social Sciences (SPSS for Windows, version 22.0, IBM Corp., Armonk, NY, USA) was used for the statistical processing to calculate the mean, standard deviation (SD), coefficient of Cronbach's alpha, T-Test and one-way analysis of variance (ANOVA). Significant statistical changes were set at  $p < 0.05$ .

**3. RESULTS**

Table 4 shows the percentage of the responses of the study community categories (administrators - coach and assistants - players) with respect to the first axis of the personal characteristics of the administrative director. It is clear from the table an agreement for the responses of the study community groups, with a high percentage between (75% -100%) on the personal characteristics of the volleyball Administrative director, which is characterized by (physical, health, psychological, experience, social and moral characteristics).

Through the results of the statistical analysis, using the analysis of variance to determine the extent of variance between the responses of the groups of the study population with respect to the first axis and the personal characteristics. Table 5 shows that its significance has not been proven because the value of the level of significance equals (0.572) is greater than 0.05, this means that there is no fundamental difference between the responses of the groups in the study population.

Table 6 shows the percentage of the responses of the study community categories (administrators - Coaches and assistant coach - players) with respect to the second axis of volleyball Administrative director duties and responsibilities. From the table it is clear that there is an agreement for the responses of the study society groups at a high rate between (75% -100%) on the duties and responsibilities of the administrative director of volleyball.

Through the results of the statistical analysis, using the analysis of variance to determine the extent of the variance between the responses of the groups of the study population with respect to the second axis and the duties and responsibilities of the administrative director. Table 7 shows that its significance has not been proven because its indicates that the value of the level of significance equals (0.365) is greater than 0.05, which means that there are no significant differences between the opinions of the study groups.

Table 8 shows the percentage of the responses of the study community categories (administrators - trainer and assistants - players) for the third axis for the job description of the administrative director. It is clear from the table an agreement for the responses of the study society groups, with a high percentage between (75% -100%) on the Job description of an administrative director.

Through the results of the statistical analysis, using the analysis of variance to determine the extent of the variance between the responses of the groups of the study population with respect to the third axis and the job description of the administrative director. Where table (9) shows that has not been proven significant, because the value of the level of significance is equal to (0.365) is greater than 0.05.

#### **4. DISCUSSION**

With respect to the first axis and the personal characteristics, that there is no fundamental difference between the responses of the groups in the study population. The researcher agreed with Hind Abdel-Qader(Ibrahim, 2003, p. 275) and Salah Al-Shanawani(Al-Shanawani, 1981, p. 469) in the state of physical and mental health: There is a link between physical and mental health in terms of its effect on the individual, his performance and his morale, there may be family problems or impairment in the health of the individual, and if they are factors outside The scope of work, however, it affects the individual's condition in the work environment, and the individual may be completely satisfied with his family life and his social position. If his work does not give him equal satisfaction, then he shows a lowmorale towards his work.

These results are consistent with the results of the studies of Qassim bin A'alHarbi(Harbi, 2003)and the study of Griffin(Griffin, 2002)which emphasized that the administrative leader must be characterized by his ability to interact with others in a manner that enables him to encourage and motivate subordinates.Abd al-Rahman Mohammed Sayyar(Sayyar, 2014, p. 3) and Mohammed Al-SayyidAl-Shishtawi(Al-Shishtawy, 2014, p. 7) emphasize that there is a set of qualities that the leader has in his personality to be able to interact with the group's aspirations to meet their personal and general needs and aspirations. At the same time, he succeeds in satisfying the subordinates and taking into account the human relations between them, and reaching the capabilities of each individual to the maximum that his energies allow in terms of physical, mental, and social aspects, and that the leader is characterized by

strength and ability to influence others and direct their behavior in order to achieve the goals of the group. The result of the study is also consistent with the results of the study of Fahd Abdullah Al-Kanaan (Al-Kanaan, 2010) to the fact that the scientific and personal requirements and the multiple sports experiences of administrative leaders must be knowledgeable and qualified to use the methods of planning, organizing, leadership and control, and that he has a strategic vision for the future at work, and has skills and experience Implemented in achievements. And each of Atef Abd Allah Abdullah Al-Makkawi (Al-Mekkawi, 2012, p. 29) and Ibrahim Mahmoud Abdel-Maqsoud and Hassan Ahmed Al-Shafi' indicates that there are some common characteristics between the president and successful leadership such as personal characteristics such as patience, strong personality, mental health and intelligence ( Abdel-Maqsoud, Ibrahim, Al-Shafei, Hassan , 2005, p. 16) Mohammed Abdul-Aziz Salama and Maha Mohammed Al-Saghir also see that the administrative leader is characterized by personal qualities, including having the ability to dialogue and persuade, polite, enthusiastic, optimistic, and appreciative of the other, sincere at work and honest in saying. (Salama, Mohammed Abdel Aziz, Al-Sagheer , Maha Mohammed, 2005, p. 82). The researcher believes that it is necessary to have in the administrative director selected to occupy a job position psychological and social characteristics and physical abilities assist in dealing with the workers affiliated with him and enable him to lead them and deal with them at different times, and it is easy for him to adapt to the circumstances and the different changes that occur on the work or the dependent individuals and dealers With him. Carrying his job burdens, dealing with his employees, and working hard in a way that contributes to advancing the work and achieving its goals.

With respect to the second axis of volleyball administrative director duties and responsibilities, the study groups agreed with a large percentage of (coach, assistant coach, administrators, and players). These results are consistent with the results of the study of Majdy Abdel-Moneim Al-Shibiny (Al-Shibiny, 2007), Gurpreet Dhillon (Dhillon, 2008), Mohammed Sherif Morsy (Morsy, 2009) Which emphasized the importance of defining terms of reference and responsibilities and assigning tasks to employees. This is what Mohammed Khalil Al-Serafi asserts that the duties and responsibilities of workers in each administrative unit must be defined, as well as the relationship between the tasks assigned to them and other works so that they are always related to the overall goal of the organization (Al-Serafy M. K., Administrative Behavior, 2007, p. 64). In this regard, George B. Cunningham indicates that the sports administrator is the person who manages, coordinates and supervises the activities of the sports team internally and externally (Cunningham, 2010, pp. 395 - 406). Marten and others indicated that the tasks and responsibilities of a sports administrator are to follow the team plan and supervising on planning and organizing the team work and activities. (De Backer, Maarten et al, 2011, pp. 192 - 201). As Michael Hutchinson and Adrien Bouchet ( Hutchinson, Michael, Bouchet , Adrien , 2014, pp. 347 - 361) and Majdy Yosry Helmy (Helmy, 2010) indicated that the sports administrator follows all the procedures related to team affairs in terms of controlling movement of procedures and entitlements related to transfers, residency, training dates, matches, complaints And travel documentation and the completion of procedures for them, as well as writing reports on everything related to the team. Jones and Geore emphasize the need for a leader to encourage and motivate individuals to achieve organizational and group goals, and his ability to direct individual efforts to achieve a goal through individual relationships. (Jones, G, R and Gerge , 2003, p. 57) The researcher believes that the leader of physical education institutes in the Kurdistan region of Iraq must have the capacity to create and be able to carry out work with careful planning from preparing annual plans in which the goals and activities that the institute will undertake, and Tight arrangements by placing the right person in the right place, and employing the capabilities wisely and according to a scientific methodology, And that there be serious

cooperation with the educational supervision to develop the capabilities of the faculty members to be able to achieve the goals of the institute in an atmosphere of concern for the quality of performance.

With respect to the third axis for the job description of the administrative director, that there are no significant differences between the opinions of the study groups, where the study groups agreed with a large percentage of (coach, assistant coach, administrative and players) necessary. The administrator has the job description of the administrative director. These results are consistent with the results of the study of MajdyYosryHelmy(Helmy, 2010)on the fact that the specifications of an administrative incumbent have to have a high qualification and prefer a physical education degree (Department of Sport Administration), possessing previous experience in sports, dealing with computers and its programs. The results of the study of Majdy Abdel MoneimAl-Shibiny(Al-Shibiny, 2007),Raafat Said Hindawi(Hindawi, 2004) confirm that the incumbent of the general supervisor of the activity is obtaining a university degree in physical education, preferably a former player in the same field, that he has experience At least 5 years in sports, obtaining training courses. Mohammed Saeed Sultan (Sultan, 2003, p. 76)indicates that the qualifications required forthe applicant to occupy the job must include the capabilities, expertise, knowledge and education necessary to fill the job as the level of qualifications required is determined by the duties and responsibilities of the job. Brown and Scala(Brown, George Warren , Scala, R I, 2001, p. 351) also indicate that a sports administrator must be a practitioner of the sports activity in which he works. The researcher reinforces the necessity ofthese differences among the administrative leadership chosen to occupy a position to have a scientific qualification appropriate to the nature of the job and the burdens placed on him, as well as obtaining adequate and qualified preparation and training for that job, which derives from the nature of the work that he must do.

## 5. CONCLUSION

In light of the objectives and questions of the study through presenting and discussing the results, the researcher concludedthat team administrative director should be physically and psychologically healthy. On the level of personal characteristics, he isconsidered as a prime example for the players in terms of good looking, physical fitness, and texture integrity. Psychologically,he should possess healthy mentality with emotional maturity and a high level of intelligence which helps him to accept the difficulties and problems he faces. On the level ofexperience,the administrative director should has long experience in playing the sport at high level as well as a specialized competence in sports management. He should be able to make suggestions to develop administrative programs and to support the training process.Socially, he should be morally committed showing self-denial, humbleness, and accepting constructive criticism.As an expert in administration, he must be objective and impartial when applying sports laws and regulations. Concerningthe duties and responsibilities of the administrative director, he should have the ability to make appropriate decisions according to its own situation and circumstances. He also should be able to link between club management and players in addition to coordinate camps and matches, raise team's morale and confidence, and supervise the workflow on the field. Finally on the level of job description, the administrative directorshould have an academic degree in Physical Education or Management. Managerial experience in sports organization (sports federation / sports club) is also required.Thereforethe researcher recommends to improve job description of the volleyball administrative director. He finds it necessary to include a scientific preparation and training programsfor the administrative director in the field of management in general and sports management in particular.

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**Table 1.** Illustrated the size of the study population

Categories	total population	Pilot study sample	Primary study sample	Primary sample percentage
Administrators	8	3	8	100%
Coaches & assistant coach	16	3	16	100%
Players	96	9	96	100%
Total	120	15	120	100%

**Table 2.** Correlation coefficient of the phrase with the sum total of the axis to which it belongs and the coefficient of Cronbach's alpha for the axes

The first axis(Personal characteristics of an administrative director)			The second axis(duties and responsibilities of the administrative director)			The third axis(the job description of the administrative director)		
Phrase no.	Correlation coefficient	Cronbach's alpha	Phrase no.	Correlation coefficient	Cronbach's alpha	Phrase no.	Correlation coefficient	Cronbach's alpha
1	*0.781	*0.755	1	*0.759	*0.798	1	*0.622	*0.958
2	*0.921		2	*0.637		2	*0.728	
3	*0.884		3	*0.807		3	*0.827	
4	*0.757		4	*0.819		4	*0.781	
5	*0.807		5	*0.751		5	*0.637	
6	*0.806		6	*0.819				
7	*0.653		7	*0.751				
8	*0.738		8	*0.640				
9	*0.807		9	*0.618				
10	*0.829		10	*0.985				
11	*0.577		11	*0.817				
12	*0.742		12	*0.618				
13	*0.864							
14	*0.919							
15	*0.876							
16	*0.983							
17	*0.759							
18	*0.759							
19	*0.890							
20	*0.818							
21	*0.654							
22	*0.818							

**Table 3.** The Coefficient of consistency of the axes of the questionnaire by the method of

application and re-application

No.	Axis	first application		second application		Coefficient of consistency
		Mean	Std. D	Mean	Std. D	
1	Personal characteristics of an administrative director	2.245	0.733	2.218	0.727	*0.722
2	duties and responsibilities of the administrative director	2.624	0.656	2.381	0.807	*0.851
3	the job description of the administrative director	2.404	0.796	2.093	0.868	*0.764

**Table 4.** The approval rates for the opinions of the study population and sample in relation to the first axis

No.	Phrase content	approval rates %		
		Administrators	Coaches and assistant coach	Players
<i>Physical and health traits</i>				
1	The administrative director has good physical health and physical fitness	100%	100%	100%
2	The administrative director has the ability to endure physical exertion for long periods	87,5%	81,25%	87,5%
3	The administrative director keeps track of lists of healthy nutrition for players	75%	87,5%	77,08%
4	The administrative director considers a prime example for the players in terms of good looking and texture integrity	87,5%	75%	95,83%
<i>Psychological traits</i>				
5	Does the administrative director Possess Healthy mental health with emotional maturity, which helps him to accept the difficulties and problems he faces	100%	87,5%	84,37%
6	Does the administrative director have the ability to address behavioral problems that arise during training or sports competitions	75%	81,25%	71,16%
7	Does the administrative director have Fast intuition, resourcefulness and good behavior	100%	81,25%	85,41%
8	Does the administrative director have a high level of intelligence and mental abilities?	87,5%	100%	80,20%
9	Does the administrative director have the ability to benefit from success and failure experiences and increase players motivation?	100%	75%	84,37%
10	Does the administrative director have the ability to control his emotions in critical situations of matches	100%	87,5%	90,64%
11	Does the administrative director have the ability to cope with stress and maintain his emotional balance?	87,5%	81,25%	82,29%

12	Does the administrative director have the ability to have educational and psychological tests and measures to determine the players' preparations	87,5%	75%	76,04%
<i>experience traits</i>				
13	the administrative director has long experience playing the sport at high level	100%	100%	96,8%
14	The administrative director has a specialized competence in sports management	87,5%	81,25%	90,6%
15	The administrative director r has the ability to develop excellent management programs	87,5%	87,5%	83,3%
16	The administrative director has the ability to be aware of all that is new in the world of management	75%	87,5%	85,4%
17	The administrator director has the ability to set priorities	87,5%	100%	80,20%
18	The administrative director has the ability to make suggestions to develop administrative programs to support the training process	75%	81,25%	84,37%
<i>Social and moral traits</i>				
19	Commitment to moral values, self-denial, humbleness and accepting constructive criticism	87,5%	87,5%	85,41%
20	The administrative director must work to strengthen the relationship between the coach and the players as well as the sports community as a whole	75%	81,25%	80,20%
21	The administrative director must be one of those who provide integrity, honesty and dedication to work	87,5%	100%	84,37%
22	The administrative director must be objective, impartial and applies sports laws and regulations.	87,5%	100%	90,64%

**Table 5.** Analysis of the variance of the community opinions and the study sample according to the first axis

Statistical significance of the axis	Source of variance	Degrees of freedom	Sum of squares	Average squares	F Value	Significance level
The first axis (Character traits)	Between groups	2	3,440	1,720	0,561	0,572
	Within groups	117	358,552	3,065		
	Total	119	361,992			

**Table 6.** The approval rates for the opinions of the study population and sample for the second axis

No.	Phrase content	approval rates %		
		Administrators	Coaches and assistant coaches	Players
1	The ability to plan and Knowledge of its elements	100%	100%	100%
2	Ability to supervise, control and coordinate	87,5%	81,25%	87,5%
3	The ability to interpret and implement policies and train	75%	87,5%	77,08%

4	subordinates The ability to make appropriate decisions according to its own situation and circumstances	87,5%	75%	95,83%
5	The ability to be the link between club management and players	100%	87,5%	84,37%
6	The ability to establish a good relationship between him and the technical staff and players	75%	81,25%	71,16%
7	To suggest incentives and penalties for players and coaches and submit them to the members of the Board of Directors for approval.	100%	81,25%	85,41%
8	Watching players, their discipline, and even following them outside the club's hallways	87,5%	100%	80,20%
9	Coordination between all elements of the administrative structure to achieve the good achievements of the team	100%	75%	84,37%
10	Raise the morale of the players and give them confidence and there importance for their team	100%	87,5%	90,64%
11	Supervising the proper and progressive workflow on the field	87,5%	81,25%	82,29%
12	Preparing a plan and suggestions, preparing the camp and coordinating the friendly matches.	87,5%	100%	90,64%

**Table 7.** Analysis of the variance of the society's opinions and the study sample according to the second axis

Statistical significance of the axis	Source of variance	Degrees of freedom	Sum of squares	Average squares	F Value	Significance level
The second axis (Duties and responsibilities)	Between groups	2	4,083	2,042	1,016	0,365
	Within groups	117	235,083	2,009		
	Total	119	249,166			

**Table 8.** The approval rates for the opinions of the study population and sample for the third axis

No.	Phrase content	approval rates %		
		Administrators	Coaches and assistant coach	Players
1	Having a university degree favoring graduates of physical education	100%	100%	100%
2	Experience in administrative work in a sports organization	87,5%	81,25%	87,5%

3	(federation / sports club) have specialized courses in sports management	75%	87,5%	77,0%
4	To be a former player	87,5%	75%	95,83%
5	Participation in specialized courses in each of (computers, management and organization of sports conferences, sports marketing)	87,5%	100%	90,64%

**Table 9.** Analysis of the variance of the society's opinions and the study sample according to the third axis

Statistical significance of the axis	Source of variance	Degrees of freedom	Sum of squares	Average squares	F Value	Significance level
The third axis (Job Descriptions)	Between groups	2	0,021	0,010	0,14	0,986
	Within groups	117	89,146	0,762		
	Total	119	89,167			