

His job role is in theatrical sports performance in the Iraqi Ministry of Youth and Sports

Saba Qays Ghadhban¹, Thammer Hammad Rija², Inam Hussein Neamah³

*1 Presidency of the University of Baghdad/Human Resources Department Sciences, University of Baghdad,
Baghdad, Iraq.*

2,3 College of Physical Education and Sports Sciences, University of Baghdad, Baghdad, Iraq.

Abstract

The research aimed to identify the level of job security, the level of sports institutional performance, and the relationship, contribution and impact of job security to sports institutional performance from the point of view of workers in the Iraqi Ministry of Youth and Sports. The descriptive approach was adopted in the manner of correlational relationships on a sample of (400) individuals who were randomly selected by (33.333%) of the employees working in the institutions at the headquarters of the Ministry of Youth and Sports, amounting to a total of (2293) individuals for the sports season (2022-2023), and they are naturally distributed among (13) main institutions in the formations of the headquarters of this ministry, and after adopting two international standards and making amendments to them. In a manner that suits the specificity of this research, I sampled it with methodological procedures and sequential statistical treatments. After completing the two scales in their specialized forms, they were applied to survey the opinions of the sample at their work site within the institutions of this ministry for the period from (2/5/2023) until (3/30/2023), and it was processed. Data using the SPSS system to provide conclusions and applications that there is an acceptable level of job security for workers in the Iraqi Ministry of Youth and Sports, and that the level of sports institutional performance was high in the Iraqi Ministry of Youth and Sports, and that job security is also linked, contributes, and affects the sports institutional performance of workers in the Ministry of Youth and Sports.

Keywords

Job security, Institutional performance athlete, Ministry of Youth and Sports.

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Introduction:

: The basic function of the formations of the Ministry of Youth and Sports institutions, as the largest vital sector, is to care for and care for the most important segment of Iraqi society, which requires providing support in various administrative fields that support its work to enable it to achieve goals in accordance with its mission and vision for the purpose of progressing by spreading Olympic awareness and expanding the base of sports practice to achieve integration. What is required for youth productivity otherwise The level of participation in tournaments at various levels coincides, and thus, the trend towards improving human resources management in the various positions of responsibility in these institutions can contribute to the development of sports administrative thought., "Sports management is one of the most important elements in achieving successes and winning championships in the field of sports and science. I write about it from a difference in the points of view of the book that came to explain the extent of any sports institution's need for sports management. Excellent good administrative thought and future planning for the team and the variation in sports management theory in this field. Schools of Sports Administrative Thought." (Ahmed, 2019) Also, "Individuals are the most important link in improving and developing performance, and they develop with the development of the administrative formation. Administrative formations have begun to focus on a group of individuals who possess integrated skills and seek to preserve them. These are called the core capabilities who have They contribute to the administrative formation reaching high levels of performance." (Youssef et al., 2004) It also clarifies the definition of job security as "a set of policies and procedures taken by heads of administrative formations to protect workers from harm resulting from work."This includes reducing occupational risks, preventing occupational injuries and diseases, and preserving workers' safety and rights." (Khaled and Muhammad, 2018). It is also defined as "employees' feeling of safety and love for their organization in exchange for meeting their needs from their organization. The feeling of safety depends on the person's ability to feel safe." mental health, securing financial income in the future, and ultimately feeling job stability." (Rabia and Aisha, 2021).

Job security is characterized by several characteristics, the most prominent of which is:: (Amani, 2019)

Comprehensiveness:Job security includes all aspects of work within the organization, including technical, administrative, human and technical aspects.

Analytical:Job security is characterized by the ability to analyze, evaluate and classify potential risks according to priority.

Proactivity:Job security aims to identify potential risks and take appropriate preventive measures to avoid them before they occur.

Precision:Job security requires careful study of potential risks and the use of modern technologies to ensure the effectiveness of preventive measures.

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Organizational: Job security in the organization is organized in an organized manner and includes managing policies and procedures, training employees, and organizing inspection and review.

Continuity: Job security must be an ongoing and continuous process of updating and improving security policies, procedures and technology used.

As he knows Performance as “achievement “Some conditions or circumstances that reflect a certain result or set of results of the behavior of a particular person or group of people.” (Dorra, 2003), also that Overall performance is... An activity that leads to growth as a process and not as a result that appears in a specific period of time, and this is a strategic dimension of performance.”(Armstrong, 2006), also “Institutional performance consists of a set of elements that can be explained The most important of which is knowledge of the job requirements, which include general knowledge, technical and professional skills, general background about the job and its related fields, and the type of work that is represented by In the extent to which the individual realizes currency What he does and the desire, skills, ingenuity, and ability he possesses to organize and carry out the work without falling into Errors, quantity The work performed is the amount of work that the employee can complete under normal circumstances for work, The speed of this achievement, the perseverance and trust that includes seriousness, dedication to work, and the ability to escape Dron Taking responsibility for the work and completing the work at the specified times, and the extent to which this individual needs advice And guidance.” (Asaad, 2008)

Also, achieving institutional sports performance is important for any... Administrative formation Y He wanted to improve his performance and achieve his goals, Sports institutional performance includes a set of important characteristics agreed upon by the American Institute of Sports Management (2022), the Center for Sports Research at Harvard University (2023), and the American Society for Sports Management (2023), including the following:

Effectiveness: It refers to an organization's ability to achieve its goals in the best possible ways, and evaluate the results based on specified criteria. Effectiveness is one of the basic factors that is measured to determine the extent of the organization's success in achieving its goals.

Efficiency: It refers to an organization's ability to use available resources in the best possible ways to achieve its goals, including material, human, and technical resources, And come Dr Efficiency is one of the basic factors that help improve sports institutional performance.

the quality: It refers to an organization's ability to achieve specified quality standards in the services and products it provides, and to meet customer needs in a way that exceeds their expectations. And come Dr Quality is one of the basic factors that help improve the reputation and institutional standing of the organization.

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Response:It refers to the institution's ability to adapt to internal and external challenges and variables, and to make the right decisions at the right time. Response is one of the basic factors that help achieve excellent sports institutional performance..

Innovation:It refers to an organization's ability to modernize its services, technologies, and processes

Some of the roles that job security can play in improving institutional performance include the following(James, 2016)

Protect sensitive information:A functional security team can protect sensitive company information from unauthorized access, and protect...These are cyber-attacks and leaks.

Improving employee and customer safety:Job security can improve the safety of employees and customers by assessing health and security risks and developing procedures to improve their safety.

Develop emergency plans:Job security helps develop emergency plans and improve preparedness for potential risks and disasters.

Some of these roles also include the following: (Hossam, 2017)

Improve training and awareness:A job security team can improve training and awareness for employees and clients about job security and occupational safety, helping them improve their level of awareness and self-analysis of potential risks.

Develop policies and procedures:Job security can develop policies and procedures for occupational security and safety, by assessing potential risks and developing the necessary procedures to deal with them,He can also manage those policies and procedures and ensure that they are applied correctly within the organization.

Improving productivity and quality:Job security can improve productivity and quality in an organization by developing safe work procedures, improving working conditions and controlling potential risks, leading to improved work efficiency and reduced occupational accidents and errors.

According to the nature of the academic researchers' work in the field of sports administration, and the follow-up it requires to support the administrative formations

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concerned with supporting youth, which have a major role in paying attention to the youth sports sector, including the institutions of the Ministry of Youth and Sports, as they noted through deliberations and direct personal interviews with employees. These institutions need to do better Institutional performance Athlete. Several aspects must be taken into account that have an impact on achieving this type of performance, including job security, and this matter cannot be improvised without diagnosis on the ground through field measurement to know the levels of these two phenomena according to the opinions of this segment of employees, which prompted the researchers to look at the levels of these two phenomena according to the opinions of this segment of employees. International research in this field in order to keep pace with administrative developments by relying on the experiences of the state that has achieved qualitative breakthroughs in institutional performance and reaching workers to the desired productivity to achieve the goals in accordance with the vision and aspirations of the Iraqi Ministry of Youth and Sports. Thus, the research problem lies in an attempt by the researcher to answer the following questions:

What is the level Job security I have a For employees of the Ministry of Youth and Sports Iraqi?

What is the level Institutional performance The athlete I have a For employees of the Ministry of Youth and Sports Iraqi?

what's the relation Job security and institutional performance The athlete to This is a For employees of the Ministry of Youth and Sports Iraqi?

The research aims to:

Recognize the level Job security From the point of view a For employees of the Ministry of Youth and Sports Iraqi.

Recognize the level Institutional performance The athlete From the point of view a For employees of the Ministry of Youth and Sports Iraqi.

Recognition Relationship, contribution and impact Job security and institutional performance The athlete From A.'s point of view For employees of the Ministry of Youth and Sports Iraqi.

Research Methodology: The descriptive research method was adopted. In the manner of relational relations. Known the descriptive approach is “one of the forms of scientific analysis and interpretation to describe a specific phenomenon or problem and visualize it in numbers by collecting data and information, analyzing and interpreting them in an accurate scientific manner.” (Adnan and Abdullah, 2020)

Research community and sample: Includes the research community employees working in Institutions Headquarters of the Ministry of Youth and Sports, totaling 2,293 individuals, delusion Naturally distributed over (13) Founder Head of the Ministry's headquarters formations, After excluding those licensed for several reasons, and those affiliated with them outside the headquarters of these institutions, and excluding employees of the Resident Engineer Department, and technical employees

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who do not achieve the purposes required for the research, and thus number reached Actual employees continuing regular work hours On the eternal angel (1200) FR They represent the boundaries of the population of this research, and as their description shows in Table (1):

Table (1) Shows description number Members of the research community And distribution they on Institutions Ministry

Employee s Those included in the research	Number of excluded people	the number Total	name Institutions of the main ministry departments	Employees Those included in the research	Number of excluded people	the number Total	name Institutions of the main ministry departments		
5	20	25	General Company for Sports Investment	7	210	150	360	thea Dariyah Finance	1
36	98	134	Scientific care	8	45	36	81	Coordination and follow-up	2
37	73	110	Sports medicine	9	43	50	93	Studies and development of staff and leaders	3
599	50	649	Regions and governorates	10	32	53	85	International relations and cooperation	4
52	80	132	Physical education and sports	11	-	372	372	Technical engineering	5
47	74	121	Youth culture and arts	12	62	48	110	the investment and self-financing	6
32	34	66	Legal	13					
2338					Total total number				
1138					Total furloughed employees				
1200					Total employees Those included in the research				

They were randomly selected for the survey sample (30) Individuals representing what

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their percentage (2.5%) from their community of origin. For the application sample, it was chosen randomly also (400 (Individual representing their percentage) 33.333%) from the community of origin.

Measurement and procedures: To measure each phenomenon investigated, global standards were adopted that were later adapted, including the Job Security Scale (Michael Kortzky, 2016), which contains (51 (paragraph, with seven alternatives) Strongly agree, agree, somewhat agree, neither agree nor disagree, somewhat disagree, disagree, strongly disagree) and to a total degree ranging from (51–357 (And with a hypothetical mean) 204) As shown in Appendix (1), And The sports institutional performance measure (Gulshan et al., 2020), which contains (38) Paragraph, with alternatives Quintet (It applies to me completely, Mostly applies to me, Applies to me sometimes, It rarely applies to me, no Never applies to me) with a total degree ranging from (38–190 (And with a hypothetical mean) 114) As shown in Appendix (2), The higher the individual's score on each scale who are they The higher the level of the phenomenon is available The specificity of the target sample for measurement and the specificity of this research also imposed on the researchers to modify the content of the paragraphs' phrases and present them to those with expertise in this regard so that they agree on them among themselves, taking into account more than (80%) or more of their agreement to accept them, in addition to verifying the formative validity through their application. On the exploratory sample, extracting the differences between the two peripheral groups for discriminant validity, extracting the correlations between the scores of each item and the scale score to which it belongs, and then verifying the reliability using the (Fackornbach) coefficient, which was equal to the job security scale. (0.801) And to measure institutional sports performance (0.897), at a significance level (0.05) and a degree of freedom (28), and after completing the two forms of the scales in their specialized forms, they were applied to survey the opinions of the main sample of (400) individuals at their work location within the Ministry's institutions. For a period of (2/5/2023 until 3/30/2023, and after collecting data for each individual, the researcher verified that the results were processed using the statistical portfolio system (SPSS-V26) for the percentage, the

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arithmetic mean, the standard deviation, and the t-test for the samples. Uncorrelated, simple correlation coefficient, Cronbach's alpha correlation coefficient, one-sample t-test, and linear regression model.

Results:

Schedule (2) It shows the level of results of the application sample in the two scales compared to the hypothesized mean for each of them

indicatio n	(Sig)	(t)	The differenc e between the two middle people	standar d deviatio n	Arithmeti c mean	Hypothetic al mean	The tota l sco re of the scal e	Number of para graphs	Scale name
D	0.00 0	24.30 9	10.525	8.659	214.53	204	357	51	Job security
D	0.00 0	26.74 6	28.763	21.508	142.76	114	190	38	Institutional performanceT he athlete

n=400 (t) is significant if (Sig) > (0.05) at a significance level (0.05) and a degree of freedom (399)

Schedule (3) It shows the simple correlation coefficient and the linear regression between the individuals' scores on the two scales

Standard error of the estimate	The percentage ofInput	Factorthe decl ineaFor my sin ² (R) (The coefficient of determination)	The simple correlation coefficient (R)	Affected	Influencer
10.637	0.755	0.756	0.87	Institutional performanceT he athlete	Job security

Schedule (4) The (F) test is shown to examine the goodness of fit of the linear

regression model

indication	(Sig)	(F)	Mean squares	Stair case TFreedom	Sum of squares	variance	Affect ed	Influen cer
D	0.000	1233.362	139542.679	1	139542.679	Regression	Institutional performance The athlete	Job security
			113.140	398	45029.758	Errors		

n=400value(F) DHIf the degree value (Sig) > (0.05)*Level of significance (0.05)

Schedule (5) Shows the values of the constant term and slope (effect) estimates of the linear regression results

theMoral	(Sig)	(t)	Standard error	Betaβ	Variables	Affected
moral	0.000	24.278	13.203	320.527	Fixed limit	Institutional performance
moral	0.000	35.119	0.061	2.16	Job security	The athlete

value(t)Significant if the score (Sig) > (0.05)whenSignificance level (0.05)

The results presented in knowing the level of the two phenomena are shown in the table (2) That the opinions of the application sample showed that both job security and institutional sports performance are available in the institutions of the Iraqi Ministry of Youth and Sports, as shown in the results of the tables (3)And(4)And(5)toThe linear regression model shows a significant relationship to the good matching of job security with sports institutional performance, and this relationship contributes to a significant effect.The rest of the contributions are due to other random factors that have not been researched, AndYResearcher attributionthatThese results appearThe role of job security in enhancing this institutional performance of the formations concerned with youth and sports, in which employees were attracted to their sense of confidence in the honesty of the institution by providing safety and security factors that guarantee the best institutional professional performance by reducingThe success of individuals climbs on the shoulders of othersAnd without deceiving and shading the employees, in addition to ensuring and ensuring the confidentiality and immunity of information accurately and with continuous review to provide a safe environment that guarantees professional safety in its various aspects to perform duties in accordance with the implementation of the studied plans for holding sports activities, and the objective evaluation had a role that formed a catalyst in raising the level of institutional performance, to give this The results indicate that the greater the level of job security, the greater the level of sports

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institutional performance, according to the positive relationship between them and the percentage of contribution and moral impact shown by the results of this research. “Job security management is an important part of risk management in organizations. As for institutional performance, it reflects the organization’s ability to achieve its goals and meet the requirements of customers, shareholders, and society. It includes several areas such as productivity, quality, innovation, and general satisfaction, and institutional performance can be affected by factors Internal and external, job security is one of the internal factors that greatly influence institutional performance, as it contributes significantly to improving efficiency and productivity and reducing the risks and costs associated with accidents and functional errors.” (Nabila and Muhammad, 2019) Also, “the effectiveness of individuals’ accomplishment of the tasks assigned to them.” It depends on the coordination of the administrative performance of the administrative formation, by relying on increasing interaction and distributing tasks fairly, and organizing the informing of workers about their duties and the duties of their peers on a clear, regular basis in which an atmosphere of justice prevails, and thus raises in them the factors for achieving success in the administrative formation to which they are assigned.”(Armstrong, 2012) Likewise, “The Recognizing the value of what an individual achieves and satisfying his need for appreciation, as it is necessary to recognize the right of those who exert effort, mastery of performance, and dedication to work to encourage and urge him to continue with the creativity that enables him, and to ensure continuous progress and growth.”(Kines & Others, 2011), and “successful management is concerned with setting timetables by arranging the work to be done in chronological order while linking them to each other.” (Mohamed, 2013) In addition, “sports leadership of its various types is considered a tool for change, development and progress in all institutions and various administrative formations” in response to keeping pace with the many and rapid changes that the organizational work environment of various organizations witnessed during the last quarter of the twentieth century, as factors such as Great cultural development, intense competition, rapid and sudden economic fluctuations, scarcity of resources, and globalization are new and unfamiliar determinants for leaders of organizations and their ability to keep pace with the rapid developments that are taking place.” (Hussain and Azhar, 2009) Likewise, “job security has several benefits, the most important of which is enhancing productivity, which can lead to maintaining job security.” To increase productivity due to improving the health of workers and providing a safe and comfortable work environment for them, and reducing labor costs. Maintaining job security can lead to reducing labor costs due to reducing illness and injuries, thus reducing absence and improving performance.” (Occupational, 2019) “Job security helps in Improving the organization’s reputation by implementing job security and providing a safe work environment for employees, which enables it to attract and retain talented employees.” (Petersen & Others, 2008), as “the issue of employee performance has gained wide importance within the framework of administrative effectiveness in general, as measuring the level of Performance would

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create an administrative atmosphere capable of monitoring the ongoing activities in the university corridors and verifying the extent of commitment of working individuals to fulfilling their responsibilities and duties in accordance with constructive work requirements.” (Hamoud and Yassin, 2007) “Job security can also help companies comply with local legislation and regulations.” International, avoiding exposure to sanctions and legal accountability, increasing job satisfaction for workers, improving participation and contributing to the completion of tasks and improving performance, and reducing the risk of work-related accidents, which contributes to improving safety in the workplace and improving quality and efficiency.” (World Health Organization. 2009). “Maintaining job security can reduce health care costs for workers and the organization in general, due to reducing work-related injuries and illnesses, and enhances sustainability in the organization, by improving efficiency, reducing waste and pollution, and providing a healthy and safe work environment for workers.” (Lawrie & Cooper) (2004) to include the advantages of this relationship with institutional performance, which are that it helps institutional performance in identifying areas that need improvement and setting clear goals to achieve success in these areas, and to direct the institution’s strategies in the future, and to determine priorities in future tasks, projects, and initiatives. (Guo & Other, 2018) “Organizational performance can also be used to evaluate the performance of the team and the organization in general and to identify areas that need improvement, to better manage and distribute resources, to improve communication within the organization and enhance cooperation between teams, and to improve ongoing processes and practices in the organization.” (Peppard & Ward, 2016)

Conclusions and applications:

There is an acceptable level of job security for employeesIn the Ministry of Youth and SportsIraqi.

The level of institutional sports performance was highIn the Ministry of Youth and SportsIraqi.

It relates, contributes and influencesJob security and institutional performanceThe athlete For employees of the Ministry of Youth and SportsIraqi.

It is necessary to pay attention to developing the capabilities of employeesIn the Ministry of Youth and SportsIraqi government to raise the level of job security because of its great importance in raising the productivity expected of them.

It is necessary to adopt the results of recent research to provide support for the institutional sports performance of employeesIn the Ministry of Youth and SportsIraqi.

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I strongly disagree	I do not agree	I kinda disagree	I neither agree nor disagree	I kinda agree	I agree	Strongly agree	Paragraph phrases	T
							I would like to keep my current job in my organization.	1
							I am able to work extra hours in my organization.	2
							I am confident in my ability to work in any other organization.	3
							I would like to continue in my current job in my organization.	4
							I believe in offering me another job in my organization if I leave my current job.	5
							I believe that my current job is financially sufficient for me.	6
							I feel secure in my job.	7
							I feel that my job is secure.	8
							I can solve difficult problems while working if I try hard enough.	9
							I will find ways and means to get what I want if anyone opposes me while working.	10
							It makes it easier for me to commit to my goals and achieve my work-related goals.	11
							I am confident that I can deal efficiently with unexpected and unexpected situations during work.	12
							I can solve most of the problems in my work if I put in the necessary effort.	13
							I am able to remain calm when faced with trouble at work because I can rely on my ability to adapt.	14
							I can find several solutions when facing a problem during work.	15
							I can usually think of something to do if I have a problem at work.	16
							I can usually react positively no matter what I encounter at work.	17

							I rely on my institution according to my point of view.	18
							I believe my organization benefits from my problems.	19
							I feel that my organization deals with me honestly.	20
							I see that my organization reduces people's exposure to harm.	21
							I believe that my organization limits the success of individuals climbing on the shoulders of others.	22
							I believe that my organization sticks to its word (i.e. its promises).	23
							I believe that my organization does not deceive or mislead me.	24
							I trust that my organization keeps its commitments or pledges.	25
							I believe that my organization negotiates with joint projects fairly.	26
							I trust the credibility of the individuals in my organization when negotiating with other parties.	27
							I see my boss as a caring and friendly person.	28
							I see that my manager cares about others.	29
							I see that my manager has good leadership abilities.	30
							I see that my manager is working hard.	31
							I think my boss is smart.	32
							I see that my manager is strict.	33
							I believe that my manager will succeed at work in the future.	34
							I believe that my manager will be qualified to work as an executive director in a large organization or other business project.	35
							I care what He believes him the others around Enterprise that Work In which.	36
							I feel like I belongFor the institution	37

							that Work In which.	
							I use the word “we” and not “them” when talking about my organization.	38
							I feel that Successes My organization she My successes.	39
							I trust the company's ability to keep me safe.	40
							I trust employees to keep work secrets.	41
							I believe that the health insurance in my organization is sufficient to rely on.	42
							The organization monitors the safety of the physical health of employees.	43
							The organization takes into account the mental health of employees.	44
							My organization is interested in providing cadres of health care specialists for workers.	45
							The organization cooperates with preventive awareness teams that support safety.	46
							The organization holds health education workshops or seminars.	47
							The Foundation is concerned with the immunity of electronic information from hacking.	48
							The organization follows up on updates on preventive security methods.	49
							The organization applies the recommendations of the preventive awareness teams that support safety.	50
							The organization is committed to ensuring the occupational safety of workers.	51

Appendix (2) Measure of institutional sports performance

noNever applies to me	It rarely applies	Applies to me sometimes	Mostly applies to me	It applies to me completely	Paragraph phrases	T
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	to me					
					Employees participate in the process of determining activities and tasks according to the stated vision and goalsFor various sporting activities.	1
					I see thatAllocate resources to accomplish and achieve goalsSports activitiesIt is enough.	2
					I see thatEmployees They help achieve goalsSports activitiesinEnterprise.	3
					I believe that the stated vision and goals are within the context of the ministryTo hold sporting activities.	4
					Employees prepare analytical reports at the end of short- and long-term plansAbout holding sports activities.	5
					The decision-making process depends on the results of prior planning and evaluationEnterpriseFor sporting activities.	6
					Employees value growth and developmentEnterpriseOn a regular basis for qualitative improvementIn sports activities.	7
					Staff manage reports of allocated budgets, grants and self-financial resourcesFor sporting activitiesappropriately under authorityEnterprise.	8
					Employees have the public interest in mind Before their eyesWhen holding sporting activities.	9
					All employees participate in a management systemEnterpriseFor sporting activities.	10
					Employees dialogue among themselves and with other relevant participantsBSports activities	11

					inEnterprise.	
					Staff prepare factual reports evaluating policiesEnterprise With residenceSports activitiesPeriodically.	12
					The recruitment, promotion, and wages of new employees are transparent and fair.	13
					I see thatThe organization's environment favors mutual respect for the suggestions and concerns of others.	14
					My organization's employees are distinguished by their...Professional readinessTo hold sporting activities.	15
					The layout is prepared with trapsQualified and trained staff inMy organizationTo hold sporting activities.	16
					Objective evaluation criteria are adopted in my institutionIn the success of sporting activities.	17
					Policies are reviewed and changedPlanningOrganizing sports activitiesIn my organization constantly.	18
					An employee support program is being developed inMy organizationFor the success of sporting activitiescontinuously.	19
					Resources are allocated appropriately according to requirements related to the implementation of objectivesOrganizing sports activities inEnterprise.	20
					Strategies are developedOrganizing sports activitiesIt is a good way to measure the level of utilization and utilization of the organization's	21

					resourcesH.	
					The physical structure and facilities are being developedOrganizing sports activitiesinMy organization is constantly.	21
					I see that the powers of employeesFollow the specified path To hold sporting activitiesIt is wide.	22
					I see that the organization's business planTo hold sporting activitiesLinked to goalsHa.	23
					I see thatQuality standardsTo hold sporting activitiesinMy organizationIt is compatible and consistent with international (global) goals..	24
					Inquiries about the institutional program are organizedTo hold sporting activitiesTransparently.	25
					Reports are published on a monthly or quarterly basis for the information of all stakeholdersOrganizing sports activities.	26
					Institutional performance is evaluated in light of the relevant goals and tasksOrganizing sports activities.	27
					The evaluation report is used for improvement purposeManaging my organizationTo hold sporting activities.	28
					Employees coordinate among themselves regarding the goals and objectives required for the policyMy organizationTo hold sporting activities.	29
					He workemployees among themselvesAs a single cell, tasks are completedTo hold sporting activities insideEnterprise.	30

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					Employees collaborate to implement quality requirementsTo hold sporting activitiesIn the institution.	31
					Administrative, technical and financial support is providedTo hold sporting activitiesThrough the highest quality assurance bodiesThese activities.	32
					The organization's management takes care to distribute duties among employees fairly to implement plansOrganizing sports activities.	33
					The organization is interested in ensuring the provision of resources to complete the annual planTo hold sporting activities.	34
					The organization organizes timetables for implementing the annual planTo hold sporting activities.	35
					The organization adopts objective evaluation tools for the stages of implementing plans and dutiesTo hold sporting activities.	36
					The institution considers reportsPrivate complaints and grievancesWith employees.	37
					The organization reviews the monthly performance of each employee periodically.	38