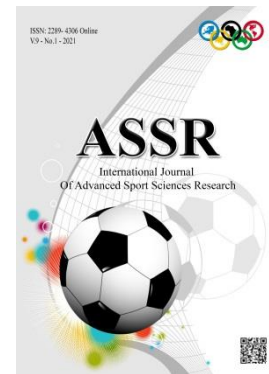


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"Organizational culture and its relationship to the professional awareness of the employees of the Directorate of Youth and Sports in Al-Qadisiyah Governorate"

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Abstract

The research aims to identify the level of organizational culture for the employees of the Directorate of Youth and Sports in Al-Qadisiyah Governorate, as well as to identify the level of professional awareness among the employees of the Directorate, and the research also aimed to know the relationship between organizational culture and professional awareness from the point of view of the directorate employees. The descriptive approach was used in the survey method, and the research sample consisted of (200) employees of the Directorate. The researchers used the organizational culture questionnaire prepared by the researchers. The researchers also used the professional awareness scale, and the scientific bases for the two scales were extracted (Validity , stability and objectivity). The researchers concluded the following:

- There is a good level of organizational culture among the employees of the Directorate of Youth and Sports in Al-Qadisiyah Governorate.
- There is a full awareness of the importance of professional awareness among the employees of the Directorate of Youth and Sports in Al-Qadisiyah Governorate.
- There is a significant relationship between the organizational culture and the professional awareness of the directorate's employees:

The research also reached several recommendations, including:



- 1 Benefiting from the scale of organizational culture and awareness in other studies that develop organizational work in other sports institutions.
- 2 Developing the strengths in the administrative aspects of the employees by engaging them in developmental courses for the purpose of upgrading the administrative work that serves the organizational process.

Keywords : Organizational culture, Youth and Sports.

1.Introduction

1.1Introduction and importance of research

Organizational culture is an important element in influencing organizational behavior. The view of organizational culture is different, as some treat it as an independent factor , and the view that values are transmitted by workers to organizations as one of the organization's products represented by values, a common language, symbols and various rituals that develop over time. This view emphasizes the importance of consensus and agreement on the concept of organizational culture and its various parts by managers and workers. Organizational culture is an essential component that exists along with other organizational components of people, goals, technology, and organizational structures. According to this view, it is necessary to manage the organizational culture in a way that achieves the goals sought by the organizations, and professional awareness is one of the necessities of successful job performance, as it must be based on specialized scientific (academic) preparation, as well as cultural awareness represented by training in the methods of modern science and also the experiences gained through the scientific practice of the profession, and professional awareness is considered one of the modern concepts in circulation, and it is represented in the individual's awareness of his professional self and the capabilities, preparations, tendencies and interests of this on the one hand, and on the other hand his awareness of the data of his tasks and the various jobs and requirements provided, whether they are academic or training requirements .This awareness helps the individual to make an objective and realistic choice of his profession, which increases the chance of his success and giving in it . The significance of the current research is evident in trying to identify the organizational culture and professional awareness of the sports supervisor, which may lead to the development and improvement of his job performance, which is of benefit and interest to all workers in sports institutions, and give positive results towards a better sports community, because sports activity in the directorates of youth and sports is the tributary and canine artery to supply clubs and national teams with high-level players.

1.2.Research problem:

The researchers believe that organizational culture can have an affective and effective role in choosing the appropriate method in dealing with organizational conflicts in our sports organizations because of its characteristics that enable it to determine the direction of the conflict towards the negative or towards the positive. Therefore, the research problem focused on the following questions:

- Do the employees of the Directorate of Youth and Sports in Al-Qadisiyah Governorate have an organizational culture?



- Do the employees of the Directorate of Youth and Sports in Al-Qadisiyah Governorate?
- Is organizational culture related to professional awareness?

1.3 Research Objectives

The research aims to identify:

- 1 The level of organizational culture among the employees of the Directorate of Youth and Sports in Al-Qadisiyah Governorate
- 2 Measuring the level of professional awareness among the employees of the Directorate of Youth and Sports in Al-Qadisiyah Governorate.
- 3 The relationship of organizational culture with the professional awareness of the employees of the Directorate of Youth and Sports in Al-Qadisiyah Governorate.

1.4 Research hypotheses

- 1 1. There is a positive level of organizational culture among the employees of the Directorate of Youth and Sports in Al-Qadisiyah Governorate.
- 2 2. There is a positive level in the professional awareness of the employees of the Directorate of Youth and Sports in Al-Qadisiyah Governorate.
- 3 3- There is a significant relationship between the organizational culture and the professional awareness of the employees of the Youth and Sports Directorate in Al-Qadisiyah Governorate.

1.5 Research Areas

- The human domain: the employees of the Directorate of Youth and Sports in Al-Qadisiyah Governorate.
- Temporal scope: 20/1/2021 - 15/5/2021.
- The spatial domain: the headquarters of the Directorate of Youth and Sports, Al-Qadisiyah Governorate.

2. Research methodology and field procedures

2.1 Research Methodology

The researchers used the descriptive approach using survey methods and correlational relationships in order to suit the research requirements

2.2 Research community and sample

2.2.1 Research community

The research community included (250) employees in the Directorate of Youth and Sports in Al-Qadisiyah Governorate.

2.2.2 Research Sample

After defining the features of the research community, the researchers resorted to choosing an appropriate sample of it in preparation for the application of the research on it, so the researchers chose a research sample of (200 employees, at a rate of (80%) of the research community as shown in Table (1), for this the research sample was divided into the following

1. Experimental sample

The exploratory experiment sample consisted of (10) employees for the organizational culture scale and (10) employees for the professional awareness scale, and they were chosen randomly (lots).



2.3 The means, tools and devices used in the research

The tools that are used in the research should be described to give an indication of the needs of the study, as Muhammad Khalil and others mention, "The appropriate tool is determined in the light of the research objectives and hypotheses and the questions that it seeks to answer, and the tools are the means used by researchers to obtain information in order for researchers to be able to complete his research in the most complete manner, he must use tools and means to help him complete his work, which are:

1. Research methods include:

- Arab and foreign sources and references
- Questionnaire of experts for standards
- The auxiliary work team
- Standards used in the research (organizational culture, professional awareness)

2. Tools and equipment used in the research

- Computer type (HP)
- Manual electronic calculator type (CASIO)
- Stationery and stationery (papers and pens)

2.4 Field research procedures

To achieve the objectives of the current research, it required to construct a job performance scale, and prepare measures of professional awareness and organizational creativity, so the researchers took the following actions:

Preparing the answer instructions for the organizational culture scale.

The instructions for answering the scale are the guide for the examinee or the respondent. The researchers were keen in preparing it for the instructions, taking into account the following:

- 1 Not mentioning the name and relying on the coding of the forms.
- 2 Not to leave any item unanswered.
- 3 The need to answer honestly and accurately.
- 4 Put a tick (✓) in the field that applies to you in front of each item.
- 5 Your answer will be strictly confidential and is for scientific research purposes only.
- 6 It should be clear, easy to understand, and appropriate to the level of the research sample.
- 7 Hiding the purpose of the scale in order to obtain truthful and non-false data.
- 8 Clarify to the respondent that there is no right or wrong answer, but rather points of view.
- 9 The researchers also presented in the instruction sheet a model for the answer as an example for the respondent to follow in his answer to the scale.

2.4.1 The pilot study of the organizational culture scale

The pilot study is conducted to verify the clarity of the instructions and the clarity of the items of the scale and their accuracy, the time taken to answer, and to identify errors before conducting the basic experiment on 15/2/2021 and collectively at ten in the morning in the directorate hall, as they were allowed to inquire about any ambiguity in the items of the scale and make any observations related to the scale.



The amount of (15) minutes, and thus the scale is ready to be applied to the preparation sample for the purpose of statistical analysis of the 25 items .

2.4.2 Selecting a professional awareness scale:

After reviewing the literature and previous studies that dealt with the issue of professional awareness, the researchers adopted the Professional Awareness Scale, prepared by (Magda Dahmary, 2014), which is a scale applied to a sample of master's students - Department of Social Sciences, which consists of (24) items . For each item , there are five alternatives (strongly agree, agree, neutral, disagree, strongly disagree), and the weights of the answer alternatives are (5, 4, 3, 2, 1). The items of the scale were divided into three domains, which are the domain of (professional self-awareness). , it included (8 items), the field (awareness of labor market data), it included (10 items), the field (awareness of the different features of business), it included (6 items) , and the researchers made some modifications to some of the items to fit the research sample.

2.4.3 The pilot study of the professional awareness scale

The professional awareness and organizational culture scales were applied to a survey sample of (10) employees from the Qadisiyah Youth and Sports Directorate on Tuesday, 20/2/2021, and collectively at ten in the morning in the directorate's hall, as they were allowed to inquire about any ambiguity in the scale's items and to express any A note related to the scale. It has become clear from this experiment that the scale's instructions and items are clear, as the sample members completed the answer to all the scale's paragraphs with an average time of (10) minutes. Thus, the scale became ready to be applied to the preparation sample for the purpose of statistical analysis of the 24 items .

2.4.4 Psychometric characteristics of the scales of organizational culture and professional awareness :

- 1 The validity of the scale: The researchers relied on two types of validity of the current scale:
 - Content validity: This type of honesty was achieved when the researchers presented the measures of organizational culture and professional awareness to a group of experts to determine the validity of the measures' items.
 - The validity of the hypothetical formation: This validity was verified in the two scales A through the statistical analysis of the items by calculating the discriminatory ability and the internal consistency of the items of the two scales.
- 2 **Scale stability:** Stability was calculated using two methods
 - **Half-splitting:** for the purpose of verifying this method, the scale items were divided into odd and even items, and the variance of individual and even items was calculated and subjected to a factor (f) and when comparing the calculated value of (0.154) with the tabular value of (1.35) at the level of significance (0.05), it was found that the difference is not statistically significant, and this means the homogeneity of the odd and even items, then the Pearson correlation coefficient was calculated between the two halves of the two scales and its calculated value was (0.86) for organizational culture and (0.88) for professional awareness, and this degree means the stability of half of the test and in order to obtain complete stability. The researchers applied the (Spearman-Brown) equation, as the stability



coefficient reached (0.89), which is a high value that indicates the stability of the two scales.

- **Facronbach coefficient:** The equation was applied to the sample members of the scale preparation using the statistical bag for social sciences (spss) and it appeared that the value of the stability coefficient of the scale equals (0.90) for the scale of organizational culture and (0.85) for professional awareness, which is a high indicator of the stability of the two scales.

2.6 The main experience

It was applied to the main experiment sample of (1200) employees for the period from 25/2/2021 to 27/2/2021 by researchers and with the help of the assistant work team, and their results were collected using the statistical package for social sciences (spss), in order to conduct correlations and extract Regression equation and achieve research objectives.

3. Presentation and discussion of the results

Table (1) It shows the arithmetic mean, standard deviation, and hypothetical mean of the organizational culture scale.

Variables	No. of sample individuals	Arithmetic Mean	Standard Deviation	Hypothetical Mean
Organizational Culture	200	111.41	12.28	75

The results of Table (1) show the total score for the organizational culture scale, which consists of (4) domains and (25) items with high discriminating ability, efficiency and statistical significance; Because the arithmetic mean is greater than the hypothetical mean and the significance level (0.00) which is smaller than the significance level (0.05), and this indicates that there are statistically significant differences between the two means and in favor of the arithmetic mean of the sample, which indicates that the research sample have an organizational culture above the average; The researchers attribute the reason for these differences to the fact that the research sample has a good amount of experience, skill and knowledge of modern administrative concepts that are in line with developments, which makes them move according to the progress in their work and the tasks assigned to them and to preserve everything that exists away from changes, as well as the division of work and the distribution of responsibilities And jobs according to efficiency, experience, capabilities and ambitions, and this is consistent with what has been mentioned that performance is “a set of administrative behaviors that express the employee’s work, and includes quality of performance, good implementation and technical expertise at work, as well as communication and interaction with the rest of the members of the organization and adherence to the administrative regulations that regulate currency, and strive to respond to it with utmost care.”



3.2 Presenting, analyzing and discussing the results of the professional awareness scale

Table (2) It shows the arithmetic mean, standard deviation, and hypothetical mean of the professional awareness scale

Variables	No. of sample individuals	Arithmetic Mean	Standard Deviation	Hypothetical Mean
Professional awareness	200	80.33	7.88	72

The results of Table (2) and Figure (3) show the total score of the professional awareness scale, which consists of (3) domains and (21) items of discriminatory ability, efficiency and high statistical significance; Because the arithmetic mean is greater than the hypothetical mean and the significance level (0.00) which is smaller than the significance level (0.05), and this indicates that there are statistically significant differences between the two means and in favor of the arithmetic mean of the sample, which indicates that the sports supervisors have a professional awareness above the average. The researchers attribute these results to the fact that the research sample enjoys a good amount of professional awareness, as the employee's awareness of himself and of what surrounds him directly, which is the basis of all knowledge, as well as his understanding and sound awareness of himself and the surrounding environment and others when interacting with them in an effort to satisfy his needs and fulfill his interests. He is aware of the relationships between him and others and the environment through different situations, and this is consistent with what has been mentioned that job awareness is "the information that the individual perceives about work and the trends he carries towards different professional roles and understanding himself in its relations with the world of work.

3.3 Presentation, analysis and discussion of the results of the percentage of professional awareness contribution to job performance:

The researchers used simple regression in order to extract the value of the percentage of the contribution of professional awareness to the organizational culture variable, which is the result of the value of the correlation square between them, and table (3) shows this.

Table (3) Shows the significance of the correlation coefficient and the percentage of professional awareness contribution to job performance

Variables	of correlation coefficient	Value of correlation coefficient	Modified contribution Percentage	Scores of freedom	Multiple standard Error	Value F	Statistical Sig.
Professional awareness	Simple	0.36	0.13	100-1	13.48	15.05	0.005
Organizational culture							

Table (3) shows that the percentage of professional awareness contribution to the organizational culture indicator was high, and this is confirmed by the calculated (F) value of (15.05), which indicates that the co-variance between the two variables was large, and this is clear by the significance level of (0.00).



4. Conclusions and Recommendations

4.1 Conclusions

- 1 There is a good level of organizational culture among the employees of the Directorate of Youth and Sports in Al-Qadisiyah Governorate.
- 2 There is a full awareness of the importance of professional awareness among the employees of the Directorate of Youth and Sports in Al-Qadisiyah Governorate.
- 3 There is a significant relationship between organizational culture and professional awareness of the directorate's employees.

4.2 Recommendations

The research also reached several recommendations, including

- 1 Benefiting from the scale of organizational culture and awareness in other studies that develop organizational work in other sports institutions.
- 2 Developing the strengths in the administrative aspects of the employees by engaging them in developmental courses for the purpose of upgrading the administrative work that serves the organizational process.

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