Effective Directorate Management of Sport Education Departments According to (Vision, Mission and Goals) From Viewpoint Of the Teaching Staff

Salah Wahab Shakir
College of Basic Education – Mustansiriya University
Email: Dr.salah62@yahoo.com

Abstract

Largely, progress of societies depends on research results, consulting and innovations that offered by universities and research centers and its researchers ideas.

The clear picture of management reality of educational institutions and effectiveness formation, have become a necessity for these institutions to survival and continuation in a time of increasing competition to achieve outstanding performance in educational services.

The researcher wants to achieve in this study, he is as a faculty member, to address the reality of effective principle management of sport education departments and their effectiveness in leading the department through vision clarity, mission, and goals, and certainly if they were present theperformancecharacterized were excellent, The is no solution come by confusion, disorder in performance and achievement.

The researcher used the descriptive method and survey technique, the sample was selected of (32) teachers, represent a proportion (76 %) of the original population, which they are (42) teachers.

The researcher follow a design form consist scientific steps to identify (effectiveness of administration according to the vision, mission and objectives) which have (42 items), and were identified the appreciation threesome alternatives to answer (yes, sometimes, both) and graded (3.2, 1) accordingly.

Discuss Results

It was clear from the presentation and results analysis of statistical treatments in response to sample, the researcher could be discussed as follows:

The principle management of sport education departments were not effective, and the efficiency at the level relatively modest, it had lack inability and experience in planning functions and decision making, monitoring and evaluation, which constitute a whole management effectiveness, as well as the loss of harmony and lack of teamwork, which reflected negatively on the performance and creativity section.

With regard to that question how we seeing the principle management of sport education departments his mission and goals it was ambiguous and lack of clarity, as well as non-adopted as a daily work approach performance that directed path to booth the principle management and all teachers and Associates.

The all know with study evidence and proof of positive relationship between management effectiveness with vision, mission and goals that all public institutions, educational institutions and private adoption seeking to achieve quality performance and service objectives of the beneficiaries and the community

The researcher's conclusions:

The principle management of sport education departments does not have effective management, and has no vision for future and a clear mission and goals, seeks to achieve in spite of the presence of positive relationship between efficiency and research data.

And the most important recommending of the researcher:

All candidatepersonssubjectingto work in management of department of Physical Education must undergo have advanced level tests, as well as their involvement in modern evolutionary session and rehabilitation management.

KEYWORDS: Management. Sport. Vision. Mission. Goals. Staff.

1. INTRODUCTION & PROBLEM OF THE STUDY

University education seeks to encounter immediate and future challenges by increasing educational quality improvement, which has become the most important universities targets because it has close relate to society, that progress of societies, in fact, depends largely on results of research and consulting services and innovations that offered by these universities and their research centers and the ideas of their researchers.

To display a clear picture of the management bodies reality and educational institutions and effectiveness formation which have become a necessity for these institutions to survival in an period because of increasing competition to achieve exceptional performance in educational services.

The (organization's vision, mission and goals) which be the values and its title for identity, and taken into consideration in educational institution and educational management , as well as stick with them and applied it as the positive factors and effective to lead the educational process, certainly, what helps management in this manner, is realization , faith and confidence of their main tools who they are teaching staff and learners in that clear message, visions and goals of their organization phenomenon of their departments to ensure the achievement of set objectives, and goals that are primarily represent their wishes and aspirations.

The importance of study dealing with very importance topic that, namely, performance and effectiveness management leading to an directorate academic department in College of Basic Education in Al-Mustansiriya University in accordance with vision, message and goals data, therefore this topic is one topics worth and search for, by the fact that success of university's performance is linked to the successful performance in faculties and departments, as well as the importance of performance quality and its superiority has become the most important standards for higher education institutions to success in all educational services.

 Research problem:

The researcher seeks in this research to achieve, as a faculty member, to viewpoint the reality of management in directorate department of physical education and its effectiveness in leading the department through vision clarity, message, and achieving desire goals in front of it colleagues. By the fact that the clarity of these three data and interconnection to deal with them as work evidence to constitutes an organizational culture that been lacked and most of us needed, and most of as suffer a lot of knowledge shortage and a sense of it in their daily and in future performance, certainly the present should be characterized by excellence performance, otherwise the confusion and chaos will appear in performance and achievement.

Research objectives:

1- To prepare a questionnaire in accordance with the effective management to collect data on Vision, Mission and Goals.

2- Identify the level of effectiveness management in accordance with the vision, message and goals of physical education department.

2. METHODOLOGY

The researcher used the descriptive approach and questionnaire manner for suitability and problem nature.
Sample Search
 The sample was chosen randomly, as numbered of (32) teachers who hold master's and doctorate degrees, and scientific titles (lecture, lecture assistant, assistant professor, professor) except survey sample, which they were (4) teachers, and thus represented a sample rate (76.%) of the original population, of (42) teachers.
 Preparation initial version of questionnaire:
  1- The researcher follow scientific steps to design questionnaire form in light of latest studies sources and network information (the Internet) and directing personal interviews, and to determine (42 items) associated with field and research nature, the rate of (25 items) represents administration effective in functions of (planning, decision resolution, social and humanity relations, follow-up, evaluation), and (6 items) represents a vision, (5 items) represents the message, and (6 items) represents the goals), as well as these items presented to the experts, to form as a whole questionnaire (effective administration according to the vision, mission and goals), and they were identified alternatives answers (yes, sometimes, no) and graded (3,2,1)
The validity of initial items
To improve validity of questionnaire items (effective administration according to the vision, mission and goals), the researcher presented these items to (9) experts, and adopted the decision percentage validity of questionnaire items, and the percentage of agreement for items ranged between (80-90%). (1:35)
Exploratory experiment
The researcher conducting exploratory experiment on a sample of (4) teachers, at ten o'clock on Monday morning 9/03/2015, for purpose to ensure instructions and items questionnaire clarity.
Scientific basis of a questionnaire
Research questionnaire forms exposed to statistical analysis in order to account validity and reliability and which they are the most important characteristics of a questionnaire standard.
  The validity is the basic characteristics that all need to construct our tests and measurements, to examine this kind of validity the researcher prepared questionnaire and determine its items with the help of group of expert teachers in measurement and evaluation in sports management, science education and sports psychology (Appendix 1).
 Questionnaire stability
Stability is necessary indicators of our scale, so the researcher rely on split half method to being only one test required, that this method is based on the scale fragmentation to un equal parts, after its application on one group, then divided the items into two halves, odd items and even items, then extracted correlation coefficient between total scores of these two halves by Pearson from raw values, the correlation coefficient between the two halves (0.84).

However, these values represent the stability of only one half the test, so it should be adjust the reliability of or corrected until we get the test coefficient to be became (0.913), which is a high stability coefficient, that will be reliable on it to estimate the stability of the test.(2: 253)

The main experience of questionnaire

The researcher applied his questionnaire as the primary form contains 42 items, with instructions (Appendix 2) on a sample of (32) teachers during the period (11 – 12\03\2015), and after the questionnaire applied reexamined again, all of which were incomplete answer. The total score was calculated from questionnaire and it was equal to the total number of items, that correctly answered by all teachers of experiment sample.

Statistical methods

The researchers depend in processing data on the following statistical methods :(the mean, median, weighted mean, standard deviation, and correlation coefficient and percentage).

3. RESULTS AND DISCUSSION

The results are showing level detection of a sample of research and analysis axes

Table 1: shows the mean and standard deviation of questionnaire axes

Axis	Number of item	Total Score of Axis	Measuring unit	Sample size	Mean	Sta.Dev.	Weighted Mean
management effectiveness	25	75	Degree	32	41.44	6.148	50
Vision	6	18	Degree	32	9.94	2.327	12
Mission	5	15	Degree	32	6.75	2.356	10
Goals	6	18	Degree	32	8.91	2.006	12

Table (1) shows that the mean of effectiveness management axis was (41.44) and standard deviation (6.148), and when compared it with the weighted mean axis of (50) shows that the sample mean was smaller than the weighted mean, and that the mean of vision axis was (9.94), standard deviation was (2.327) and when we compared with the degree axis of weighted mean (12), it shows that the sample mean was smaller than the weighted mean, and the message mean was (6.75) and standard deviation (2.356) and when we compared it with the degree of weighted mean axis (10) shows that the mean of the sample was smaller than the weighted mean, and that the mean axis of goals was (8.91) and standard deviation (2.006) and when we compared it with weighted mean axis degree was (12) which shows that the mean of the sample was smaller than the weighted mean.

4-2- All axis were displayed in tables as seen in tables 2,3,4,5, and then analyzed them as follow:

Table 2: shows the axis results of administration effectiveness

T	N	Yes		Some times		No		Weighted Average	Relatively Importance
		Frequency	%	Frequency	%	Frequency	%		
1		2	6.25	9	28.125	21	65.625	1.406	46.875
2		7	21.875	5	15.625	20	62.5	1.594	53.125
3		8	25	7	21.875	17	53.125	1.719	57.292
4		3	9.375	7	21.875	22	68.75	1.406	46.875
5		2	6.25	12	37.5	18	56.25	1.5	50
6		5	15.625	8	25	19	59.375	1.563	52.083
7		1	3.125	30	93.750	1	3.125	2	66.667
8		1	3.125	15	46.875	16	50	1.531	51.042
9		6	18.75	6	18.75	20	62.5	1.563	52.083
10		8	25	6	18.75	18	56.25	1.688	56.25
11	32	3	9.375	12	37.500	17	53.125	1.563	52.083
12		2	6.25	18	56.25	12	37.5	1.688	56.25
13		4	12.5	3	9.375	25	78.125	1.344	44.792
14		5	15.625	4	12.5	23	71.875	1.438	47.917
15		0	0	0	0	32	100	1	33.333
16		2	6.25	6	18.75	24	75	1.313	43.75
17		4	12.5	3	9.375	25	78.125	1.344	44.792
18		5	15.625	3	9.375	24	75	1.406	46.875
19		2	6.25	8	25	22	68.75	1.375	45.833
20		3	9.375	2	6.25	27	84.375	1.25	41.667
21		1	3.125	9	28.125	22	68.75	1.344	44.792
22		3	9.375	5	15.625	24	75	1.344	44.792
23		5	15.625	2	6.25	25	78.125	1.375	45.833

26

| 24 | | 6 | 18.75 | 6 | 18.75 | 20 | 62.5 | 1.563 | 52.083 |
| 25 | | 7 | 21.875 | 8 | 25 | 17 | 53.125 | 1.688 | 56.25 |

Table (2) shows that the effectiveness management axis was relatively largest importance value for item 7 which was (66.667%) (Combining appropriate accurate data and information that help in decision-making), which achieved the highest answers in alternative (sometimes), while the smallest importance was relatively (33.333%) for item no. fifteenth (helps other individuals on a sense of been belong to the department in order to ensure job satisfaction in it), which achieved the highest alternative answers over (no).

Table 3: Shows the axis results vision

T	N	Yes		Some times		No		Weighted Average	Relatively Importance
		Frequency	%	Frequency	%	Frequency	%		
26		2	6.25	7	21.875	23	71.875	1.344	44.792
27		4	12.5	9	28.125	19	59.375	1.531	51.042
28	32	5	15.625	2	6.25	25	78.125	1.375	45.833
29		2	6.25	4	12.5	26	81.25	1.25	41.667
30		5	15.625	5	15.625	22	68.75	1.469	48.958
31		1	3.125	4	12.5	27	84.375	1.188	39.583

Table (3) shows that the vision axis was the largest importance value (45.833%), in item no. twenty-eighth (the directorate consistent its vision with mission and goals), which achieved the highest answers over alternative (no), while the smallest relative importance was (39.583%) of item no. thirty-first (the directorate department engages its members in drawing vision and setting goals), which achieved the highest alternative answers (no).

Table 4: Shows message axis results

T	N	Yes		Some times		No		Weighted Average	Relatively Importance
		Frequency	%	Frequency	%	Frequency	%		
32		2	6.25	1	3.125	29	90.625	1.156	38.542
33		8	26.667	2	6.667	22	68.75	1.563	52.083
34	32	6	18.75	4	12.5	22	68.75	1.5	50
35		4	12.5	5	15.625	23	71.875	1.406	46.875
36		3	9.375	6	18.75	23	71.875	1.375	45.833

Table (4) shows that the axis message was the largest importance (52.083%) in item no thirty (the directorate of the department shows the services which can provide to its members), which achieved the highest answers to the alternative (no), while the smallest relative importance was (38.542%) for the item no. thirty-two (the director of the department explain to his members and students the purpose of its existence), which achieved the highest answers over (no).

Table 5: shows the results of goals axis

T	N	Yes		Some times		No		Weighted Average	Relative Importance
		Frequency	%	Frequency	%	Frequency	%		
32		2	6.25	1	3.125	29	90.625	1.156	38.542
33		8	26.667	2	6.667	22	68.75	1.563	52.083
34	32	6	18.75	4	12.5	22	68.75	1.5	50
35		4	12.5	5	15.625	23	71.875	1.406	46.875
36		3	9.375	6	18.75	23	71.875	1.375	45.833

Table (5) shows that the largest importance item no. forty was (47.917%) (All seted goals are reviewed periodically for purpose of readjusted if necessary), which achieved the highest answers over alternative (no), while the smallest importance for item no. forty-first was (35.417%) (The department directorate engages its members in writing department goals), which achieved the highest answers over (no).

Showing relationship of management effective results with his vision, mission and its goals:
Table 6: shows multi-link results between management effective and its vision, message and goals

Axes	Effective principle management of sport education departments			
	Multiple Correlation Coefficient	Sig	Statistical significance	Direction of the relationship
Vision				
Mission	0.684	0.001	Function	Proportional
Goals				

N = 4 level (0.05), a function of the degree of the relationship if (Sig)> or = (0.05)

27

Table (6) shows that the value of multi-correlation coefficient between the management effectiveness results with all axis's of vision, mission and goals were (0.684), and of the degree of (Sig) was (0.001) which is smaller than (0.05) and so the relationship is statistically significant and has positive direction.

Results Discussion:

Evidenced results from table (6) above, and the following results from tables (2,3,4,5), which belong management effectively of the department, the researcher can be deliberated as follows:

There were no any management effectiveness of directorate of sports education department, and the level of efficiency relatively modest, lack of ability and experience in planning functions, decision making, monitoring and evaluation, which constitute a whole effectiveness of the management, as well as the loss of harmony and lack of teamwork, which negatively reflected negatively on the performance and department creativity.

With regard to vision, mission and goals of directorate of sports education was ambiguous and lack of clarity, as well as did not adopted daily work performance approach directed the path of the directorate and all teachers and associates.

All knew with study proof and that positive relationship between management effectiveness and it competence with vision, mission and goals which all public institutions, educational institutions and private adoption are seeking to achieve performance quality and objectives service of the beneficiaries and the community.

4. CONCLUSIONS

1- The directorate of sport education department does not has effective management.

2- There is no clear vision for the future and in sport education department

3- There is no message reflecting actual performance in sport education department.

4- There are no drawn goals to pursue in sport education department.

5- There was significant correlation and positive relation between effective management and Vision, Mission and goals.

5. RECOMMENDATIONS

1- Subjecting candidate persons who lomenta to direct sport education department to do management test.

2- Involve persons who tack over a position as a directorate at sport education department in developmental courses for administrative rehabilitation.

3- Adoption vision, mission and goals as framework in institutions and as organizational culture and all should respect it.

6. REFERENCES

- Wheeb Maged AL-Kubaisi; psychometrics between theory and application: (Lebanon, United World, 2010).
- Salah al-Din Mahmoud Allam; evidentiary statistical methods in psychological, educational and social research analysis (parametric and Allabaramitrih): (Cairo, Dar Al Arab Thought, 2010)..
- Najm Abboud Najm; administrative leadership in 21.t century 1: (Amman, Safa House Publishing and Distribution, 2011.(
- Khudair Kazem and Rowan Munir; quality management in organizations outstanding.ed 1: (Amman, Dar Al Safa for publication and distribution, 2010).