

Psychological and Organizational Contexts for Handball Coaches from the Players' Point of View

Majid Mohammed Msaed¹, Muhammad Shabram Alwan¹

¹Lecturer. University of Misan - College of physical Education and Sports Science

Abstract

Importance of research came through the study of Organizational Fairness for handball coaches from the player's point of view as a modest contribution to the advancement of the handball game. The importance of achieving Organizational Fairness in the distribution of duties and rights to the players equally by the coach in the sports team as one of the small groups and this characteristic has a direct impact on the level of players technically, skilled, physically and psychologically, and this indicates the cases of dedication and the high effort to achieve the goals. As for the recommendations, it is the adoption of the current scale by those interested to periodically uncover the level of Organizational Fairness for coaches clubs by hand in training and competition and to benefit from the current scale as an objective research tool by researchers and use it in their research and studies, and it is necessary to inform the trainers of the importance of Organizational Fairness in the sports field when It has an impact on the level of team achievement and the players' performance in particular in training and competition in order to work on developing it for the players.

Keywords: handball coaches, Organizational Fairness, players' point

Introduction

Scientific research and studies in sports are considered the main pillar for improving the level of athletic performance ¹, as it is a scientific link linked to an experimental nature that contributes to reaching new facts that can be multiple additions that help in developing the level of players. In many areas of life, it has become possible to use a set of approved tests and measures that indicate the strengths and imbalances in that field, and one of these fields is the ² bug of sport management in the fields that pertain to the person and in his multiple administrative fields that studies the human nature in terms of management, intellectual, personal and social.

The topic of Organizational Fairness is one of the important topics of great interest by scientists with different specializations ³, so I took many aspects of the personal life of the individual and the scholars addressed them with different approaches. Or sports or economic and other institutions and that for its role in making the

performance of players more effective and make a high effort to achieve a specific goal.

Handball is one of the collective games that take a large share of support and encouragement as is the case with the rest of the games and it has a special place in the world in general and the Arab world and Iraq in particular. To activate the foregoing, a coach's role is highlighted in the team's ⁴ development and development through a leadership and Organizational course in team management, as well as a responsibility in the education, generalization, and training of players and its direct impact on the development of the skill, physical, social, and psychological level as well as the transmission of morale. For what makes him the primary focus and main influencer in achieving sporting accomplishments, therefore, the coach's personality, behavior and treatment of players in training and competitions should be the size of the responsibility above and represented in many concrete activities visible, including Organizational fair ⁵. A successful and competent sports coach as a leader should be familiar with his role in planning, organizing

and achieving Fairness between players, which helps increase the effectiveness of the impact to achieve the goal achieved by detailing his role in preparing players physically, skillfully, educationally, psychologically and technically. Hence the importance of research came through the study of Organizational Fairness for handball coaches from the players point of view as a modest contribution to the advancement of the handball game.

Methodology

The two researchers used the descriptive method in the survey method to suit the nature of his research.

Research Community and its Sample

The current research community consists of excellent and first-class players in the Southern Handball Region for the 2020 sports season, which number (195). The research community includes (15) handball clubs that number (178).

Table1. Description and sample of the research community

Siq	The name of the club	the total number	Exploratory	the sample	Percentage
1	Basra Municipality	16		16	100%
2	Gulf	16		15th	93.75%
3	Kut	15th		14	93.33%
4	Zubair	12		12	100%
5	South Oil	12		11	92,86%
6	Maysan oil	14		14	100%
7	Tigris	13		13	100%
8	Great Hungary	14	13	-	93.75%
9	Nasiriyah	12		11	93.33%
10	Victory	12		12	100%
11	Al-Rifai	12		12	100%
12	Streak	12		12	100%
13	Euphrates	11		11	100%
14	Shouokh Market	12		12	100%
15th	Sugar castle	12		12	100%
Total		195	13	178	97,24%

Data Collection

The researchers used the following methods: 1- Arab and foreign sources and references. 2- Forms distributed to experts and specialists. 3- Questionnaire. 4- Global Information Network. 5- Personal interviews. 6- The assistant team (*).

Steps to Building an Organizational Fairness Scale

Preparing the primary formula for the scale

To build the scale of Organizational Fairness, the paragraphs were chosen by referring to the game literature, references, available sources, criteria related to the topic and the opinions of some experts, as the researcher was able to form about (23) paragraphs of a scale with four dimensions, namely (distribution Fairness, Fairness of procedures, Fairness of interaction, evaluation Fairness). The paragraphs were presented to a group of experts (**) for the purpose of evaluating and judging them in terms of formulation and suitability in measuring Organizational Fairness for sports handball coaches. In the appropriateness and validity of the paragraphs, and in light of opinions and observations that have not been deleted (3) paragraphs due to their inconvenience and the repetition of their content, the number of paragraphs (20) paragraphs for each of these dimensions has become (5) paragraphs.

Preparing the scale instructions

In order to complete the scale image and apply it

to the players. She laid the instructions for the scale because “ensuring the correct answer is by setting instructions that facilitate the correct answer to the respondent. Therefore, it was taken into consideration that it should be easy and understandable, and that the player is assured about the confidentiality of the answer, as he asked the player not to mention the name in order for his answer to be frank and reliable. He also asked Players need to answer all paragraphs and not leave any paragraph unanswered.

The pilot’s experiment

The exploratory experiment was conducted on a random sample consisting of (13) players from Hungary Grand Club players from the research community and outside his sample. After conducting the exploratory experiment by the researcher, it became clear that the scale, with its instructions and paragraphs, and how to answer it is clear. And the time taken for application ranges between (5 - 12) minutes, and thus the scale with its instructions and paragraphs (20) became ready to be applied to the research sample.

2-4-4- The basic experiment of the Scale

For the purpose of statistical analysis of the paragraphs, to find its discriminatory strength, its degree of internal consistency, to exclude unrecognized paragraphs, and to find honesty and consistency for the scale, the basic experiment was conducted on the research sample of (161) players.

Table (2) shows the mean and standard deviations of the upper and lower groups and the results of the T-test to calculate the discriminatory strength of the scale paragraphs.

Paragraphs	N	the group	S	+ P	Calculated v	Degree (Sig)	indication	Discrimination
1	31	High	3.32	.611	12.64	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
2	31	High	3.07	.857	10.54	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
3	31	High	3.21	.917	27.00	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
4	31	High	3.39	.628	15.88	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
5	31	High	3.35	.678	11.82	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
6	31	High	2.75	.585	10.49	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
7	31	High	3.14	.803	14.49	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
8	31	High	2.92	.716	14.58	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
9	31	High	3.10	.566	18.44	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
10	31	High	2.92	.262	9.96	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
11	31	High	3.46	.507	10.15	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
12	31	High	3.39	.497	14.18	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
13	31	High	3.35	.558	12.06	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
14	31	High	3.85	.448	15.26	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
15	31	High	3.67	.547	10.86	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
16	31	High	3.00	.272	11.500	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
17	31	High	3.53	.507	14.07	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
18	31	High	3.42	.572	19.18	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
19	31	High	3.71	.460	10.20	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				
20	31	High	3.28	.658	11.27	0.000	SIGNIFICANT	Distinctive
	31	Low	5.00	.000				

The correlation of the total degree of the scale with the paragraph is an indication of the sincerity of the paragraph, and this step provides a reliable criterion for finding the relationship between the grades of the forms for each

paragraph of the total degree of scale (1).

Table 3. Shows the correlation coefficient between the paragraph score and the total score for the Organizational Fairness scale

Siq	Calculated value (t)	Sig	T	Calculated value (t)	Sig
1	.369 **	0.000	11	294 **	0.000
2	.342 **	0.000	12	.462 **	0.000
3	.418 **	0.000	13	.597 **	0.000
4	.544 **	0.000	14	.385 **	0.000
5	.587 **	0.000	15th	.407 **	0.000
6	.455 **	0.000	16	.409 **	0.000
7	.387 **	0.000	17	.468 **	0.000
8	.208 *	0.000	18	.465 **	0.000
9	.332 **	0.000	19	.429 **	0.000
10	.375 **	0.000	20	.512 **	0.000

Characteristics Psychometric of the Scale

The truthfulness of the information included in the scale means that this tool can measure the attribute or goal for which it was designed The instrument shall be truthful if it is to the extent that it measures the object that was placed for its measurement.

First: Validity

This honesty is calculated after exposure to a number of experts in the field that measures the test if the experts read that this test measures the behavior that was set to measure it and thus the researcher can rely on the experts’ understanding. This kind of honesty was achieved when the researcher presented the scale to a group of experts, acknowledging the validity of the paragraphs, and estimating the extent of each paragraph measuring the components ^{9,10} of each dimension of the scale, thereby accepting the dimensions and paragraphs that got the approval of the experts and deleting the

inappropriate paragraphs .

Second: Reliability

It is the most appropriate type of sincerity to build standards, and the concept is called sincerity of the concept, based on empirical verification of the extent to which the grades of the paragraphs match the characteristic or concept to be measured .

Validity of the Scale

One of the statistical methods for determining the validity factor is:

First, the half-way method :

For the purpose of finding the scale constant coefficient, the mid-point segmentation method was adopted, and the data obtained by the researcher from members of the research sample of (178) players were approved, where the mean (68,569) for the scale

paragraphs of (20) items and a standard deviation of (5,469). The researcher has divided the scale paragraphs into two halves, the first includes the individual paragraphs (10) and the second includes the marital paragraphs (10). Then, the correlation coefficient between the two degrees of the two halves was extracted using the simple correlation coefficient (Pearson) by the statistical bag of social sciences (spss), As the correlation coefficient reached (.412), as the extracted correlation coefficient means stability for only half of the scale and for a complete test stability of this scale, the Spearman Brown equation was used as a basis to find the scale stability coefficient, then the Spearman-Brown equation

was calculated as the coefficient reached Correlation (0.82), which is a high stability indicator, where the stability factor is considered good, if its value is not less than (0.70).

Second: Alpha Cronbach equation

Second : The Alpha Cronbach equation ((Alpha Cronbach)

As shown in Table No. 4 The Fakronach coefficient in calculating dimensional validity, the questionnaire shows that the coefficient of validity values ranged between (.811-717). These values are significant, indicating a high correlation between dimensions.

Table (4) Correlation coefficients between the values shows the weights of the degrees of the total for each area and between the weights of a drawer overall scale of Fairness at the Organizational coaches handball

Sig	Dimensions	The number of paragraphs	(T) between the overall dimension score and the overall of scale	Degree (Sig)	Indication
1	Distribution fairness	5	717 **	0.000	SIGNIFICANT
2	Fairness of procedures	5	.811 **	0.000	SIGNIFICANT
3	Interactive Fairness	5	.774 **	0.000	SIGNIFICANT
4	Evaluative Fairness	5	.793 **	0.000	SIGNIFICANT

The standard scores for the scale .

The researcher adopted that the same sample responses, amounting to (1 78) players after the rest of the paragraphs of the measure through the procedures.

Table (5) Shows the crude grades ranks centipede for the evaluator S Organizational Fairness for coaches football handball

Standard score	Raw grade	Standard score	Raw grade	Standard score	Raw grade	Standard score	Raw grade
1	38.307	26	53.232	51	68.157	76	83.082
2	38.904	27	53.829	52	68.754	77	83.679
3	39.501	28	54.426	53	69.351	78	84.276
4	40.098	29	55.023	54	69.948	79	84.873
5	40.695	30	55.62	55	70.545	80	85.47
6	41.292	31	56.217	56	71.142	81	86.067

Cont... Table (5) Shows the crude grades ranks centipede for the evaluator Organizational Fairness for coaches football handball

7	41.889	32	56.814	57	71.739	82	86.664
8	42.486	33	57.411	58	72.336	83	87.261
9	43.083	34	58.008	59	72.933	84	87.858
10	43.68	35	58.605	60	73.53	85	88.455
11	44.277	36	59.202	61	74.127	86	89.052
12	44.874	37	59.799	62	74.724	87	89.649
13	45.471	38	60.396	63	75.321	88	90.246
14	46.068	39	60.993	64	75.918	89	90.843
15th	46.665	40	61.59	65	76.515	90	91.44
16	47.262	41	62.187	66	77.112	91	92.037
17	47.859	42	62.784	67	77.709	92	92.634
18	48.456	43	63.381	68	78.306	93	93.231
19	49.053	44	63.978	69	78.903	94	93.828
20	49.65	45	64.575	70	79.5	95	94.425
21	50.247	46	65.172	71	80.097	96	95.022
22	50.844	47	65.769	72	80.694	97	95.619
23	51.441	48	66.366	73	81.291	98	96.216
24	52.038	49	66.963	74	81.888	99	96.813
25	52.635	50	67.56	75	82.485	100	97.41

moral 0.05 At a degree of freedom (177)

Setting the standard levels of the Organizational Fairness scale

The researcher chose that (5) levels of the scale under study, as shown in table (6).

Table 6. shows levels, standard scores, raw scores, ideal proportions, and percentages for an Organizational Fairness scale

Levels	Standard grades	Raw grades	Number of people	Percentage %
very high	0-20	49.936 or less	33	18.537
high	21-40	50.583-61.927	43	24.157
Average	41-60	62.523 -73.866	50	28,089
Low	61-80	74.46 - 85.866	29	16.292
very low	81-100	86.403 and above	23	12.921

Conclusions

1- Building a sports Organizational Fairness scale on the coaches of clubs in the southern region, handball, in a scientific and objective manne.

2- There is a positive relationship in the application of Organizational Fairness by coaches towards players in the southern region by hand.

3- That working in the field of training in clubs satisfies social and psychological needs without expecting to get rewards or rewards, and this greatly affected the positive relationship between the coach and the players.

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Conflict of Interest: None to declare.

Ethical Clearance: All experimental protocols were approved under the University of Maysan and all experiments were carried out in accordance with approved guidelines.

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