

Management Competency of the Specialist of Sports (Descriptive Study)

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Abstract: The research aims to identify the management competency that must be available in a specialist sports in the sports sector, which represent different content competency, tasks and functions that should be owned or available to the individual to carry out his work effectively and. Sample was chosen at random and deliberate manner between heads of departments of sports sectors with a total sports 80 individuals divided into 60 members and a core sample of 20 individual as reconnaissance sample. The results of research led to the list of management competency that must be available in sports specialist that help in the implementation of his mission successfully and effectively which is a six competencies are fundamental root of 50 sub competencies They recommended the need for attention to the work of human development programs for the training of specialists, athletes in sports institutions and using the list of management competency of the study in the design of the preparation and training of professionals athletes so that they have total management competency that work on developing their career and professional development.

Key words: Management competency % Specialist of sport

INTRODUCTION

Sports institutions work through the capabilities of its members to carry out the work assigned to them. This requires the competency and capabilities must be available to individuals to help them accomplish their job functions to achieve the objectives of the institution These capabilities are commonly referred to competencies, This is referred competency of Shawki, that individual derived from the knowledge, information and trends to help him accomplish his mission successfully [1]. In sports there is no defined concept of competencies for sports administrators While there is research has identified a list of competencies to the concept of a physical education teacher and extracted a number of sub-competency and core competencies to the concept of a physical education teacher, This is what Abd El-Gawad has referred me to the sources of competency due to the review of research and previous studies - Sources of scientific (books, magazines, seminars) Concerning the competencies - views of experts and specialists in this area as well as to examine the trends - Analysis of the curricula - Analysis of programs for

teacher preparation [2]. Fahim also pointed to the different educators in determining the competency and concepts so colorful and perhaps the modernity of the concept behind it, he pointed to several types of competency necessary for the individual, competency associated with knowledge and competency related to performance and emotional competency and competency related to productivity [3]. Management competency represent the content of competency and tasks and functions that the individual owned or should make them available to him to perform his work effectively, including the ability to knowledge and information management which would enable research and development level of knowledge and the identification of modern management systems and implementation of administrative processes to accomplish his work and the achievement of corporate goals and the ability to do administrative procedures and reporting, which should be available to the individual to help him on good drafting of reports and use them effectively as reflected in the performance level of employees and that can be acquired by training, Including preparation of periodic reports, annual report, review and discuss reports on the tasks done and the ability to develop human

relations so as to create affiliation of labor between the people and which help them to know the performance of the Authority, including the newly Administration of love and the achievement of communication processes, including helping to speed decision-making according to the schedule so as to contribute to the achievement of goals and the ability on the calendar so as to identify shortcomings and strengths in performance management and business strategies to be achieved. Through the work of researchers in the field of sports in its different sectors of education or training or management have appeared in front of them and paying attention to lack of interest by the specialist of sports and development capabilities of the diverse and contribute significantly to the success of any institution belonging to sports As well as the lack of preparation programs and training personnel the athletes prior to and in-service to the management competency that are supposed to by management during the performance of his duties, Especially that the preparation of specialists athletes continues to increase and the lack of management competency necessary for them in numbers, has negative repercussions on the level of professional performance management, so the researchers saw the need to study to identify the management competency that contributes to the development and improves the performance of specialist sports to achieve the objectives institution.

The research aims to identify the management competency that must be available in the specialist sports sectors of the various sports.

MATERIALS AND METHODS

Sample was chosen at random and deliberate manner of the departmental directors of sports sectors 60 individual core sample (24 heads of departments of youth and sports, 8 Managers of youth welfare in colleges, 16 Managers of sports clubs and 12 CEOs sports federations) and 20 individuals as reconnaissance sample from outside the same basic research, with a total 80 members of the departmental directors sectors sports.

Scientific Transactions: Scientific transactions were found during the period from 7/3/2010 until 18/3/2010 on the sample consisting of reconnaissance 20 members of the departmental directors of sports sectors.

First: Truth

Believe Arbitrators: They was approved by viewing the scale on five experts in the field of sports, it had an agreement by the arbitrators 100% on the themes and

phrases of the questionnaire of 50 the adequacy of a subsidiary distributed to 6 core competencies.

Internal Consistency: Range correlation between the degree of questionnaire phrases and the degree of the axis 0.559: 0.936 ratified the representation of words for the axes and ranged correlation between the degree of the axis and the total score for the questionnaire 0.599: 0.850 at a level 0.05 which shows the sincerity of the representation of themes of the questionnaire.

Second Stability: Persistence was calculated in a manner retail mid-term between the degrees of individual words and phrases degrees of marriage, the stability coefficient varied between the axes or the total score of the questionnaire 0.477: 0.649, a transaction which indicates a high significance to the stability of the questionnaire.

Baseline Study: The researchers applied the questionnaire on the core sample of discussion during the period 27/3/2010 to 4/5/2010; the researchers then classified the forms and removed for the preparation of the statistical treatments.

RESULTS AND DISCUSSION

Table (1) showed description of the statistical responses of the sample around the axis of knowledge and information management, made the sign of the differences between the responses of the sample, all statistically significant at the abstract level 0.05, ranging the relative weight between 37.22: 40.55 Where were all expressions of the axis approval rate is less than 50% and pointed statements axis to the inability of workers to collect knowledge and information and made the statement number 4 refers to the competency of the use of modern means of research and knowledge and got the approval rate 1.7%, The expression 1, pointed to an ability to search for information and got the approval rate 3.3% and the phrase number 7 refers to the competency in the use of management information in achieving the goals it obtained approval rate 5% and the phrase number 3 refers to the ability to extract and use of information it obtained approval rate 6.7%, The expression 6 refers to the ability to develop methods of knowledge management where I got the approval rate 6.7% and the phrase number 8 refers to the ability to follow global developments where I got the approval rate 6.7% and the phrase number 9 refers to the ability to analyze information management to take appropriate decision where I got the approval rate 6.7%,

Table 1: The frequency and percentage and estimated total and the relative weight and K 2 and arrangement of the responses for the words of the first axis of knowledge and information management n = 60

M	The phrase	Agree		Some what		Disagree		Total relative	Weight	K2	Sorted
		K	%	K	%	K	%				
1	Has the capacity to search for information	2	3.3	3	5.0	55	91.7	67	37.22	91.90	5
2	Has the capacity to diversity of sources of information.	6	10.0	1	1.7	53	88.3	73	40.55	82.30	1
3	Has the ability to get and use of information	4	6.7	2	3.3	54	90.0	70	38.89	86.8	3
4	Has the competency to use modern Means of research and knowledge.	1	1.7	5	8.3	54	90.0	67	37.22	87.10	6
5	Has the capacity to take advantage of information in achieving the objectives of the institution	6	10.0	-	-	54	90.0	72	40.00	38.40	1
6	Has the capacity to develop methods of knowledge management	4	6.7	-	-	56	93.3	68	37.78	45.07	3
7	Has the competency in the use of management information in achieving goals	3	5.0	3	5.0	54	90.0	69	38.33	86.70	4
8	Has the capacity to follow international developments.	4	6.7	2	3.3	54	90.0	70	38.89	86.80	3
9	Has the ability to analyze management information for appropriate decision.	4	6.7	2	3.3	54	90.0	70	38.89	86.80	3
10	Has the ability to development through the available information.	5	8.3	-	-	55	91.7	70	38.89	41.67	2

Value of K 2 When the abstract level (0.05) = 5.991 OK

The expression 10 refers to the ability to development through the available information it obtained approval rate 8.3% and the phrase number 2 refers to the ability of the diversity of sources of information it obtained approval rate 10% and the phrase number 5 refers to the ability to benefit from the information it obtained approval rate 10%.

The researchers attribute this result to the specialist sports lacks knowledge and information management on the advice of heads of departments of various sports within the research sample As a result of lack of management competency to athletes and professionals that help them use modern methods and improved its ability to search the information and use of management in achieving the goals of the institution to which he belongs, As well as increase its capacity to develop knowledge and methods of follow-up to global developments, with an analysis of scientific information in a way help in making the right decision, This is consistent with what was confirmed by studying both from Saleh [4], Nashwan [5] the importance of that is available to the individual competencies of knowledge and information that improve business performance and increase the administrative capacity in completing his mission and the objectives of the institution to which he belongs.

Table (2) showed description of the statistical responses of the sample around the axis of the implementation of administrative processes, were significant differences between the responses of the sample, all statistically significant at the abstract level 0.05, ranging the relative weight between 36.11: 43.33

and the approval rate between 1.7%: 10%, where the words came numbers 4.3, 5, 7.6, 8, 1.2 by the consent of less than 50% and ranged between zero%: 13.3% and noted the statement number 4 the ability to achieve the goals set in the light of the possibilities where I got the approval rate zero% and the phrase number 3 refers to the ability to implement the objectives of the Commission where I got the approval rate 6.7% and the phrase number 5 refers to the ability to implement the plans time-bound program to achieve the goals where I got the approval rate 6.7%, The expression 7 refers to the ability to implement policies designed where I got the approval rate 6.7% and the phrase number 6 refers to the ability to rely on information provided during the implementation process where I got the approval rate 8.3% and the phrase number 8 refers to the ability to carry out work assignments in the light of established procedures where I got the approval rate 8.3%, The phrase number 1 refers to the ability to participate in the implementation of the plans sports body established by senior management where I got the approval rate 11.7% and the phrase number 2 refers to the ability to implement plans to help develop a sport where I got the approval rate 13.3%.

The researchers attribute this result to the specialist sports lack the efficiencies of administrative processes, which leads to which the functions and duties of his work, which appear in the inability to participate in the implementation of plans of the sports and objectives, as well as the inability to implement plans that will help the development of sport and also inability to achieve the goals set in the light of the possibilities and the inability

Table 2: Repetition and the percentage and the estimated total and the relative weight K 2 and arrangement of the responses for the words of the second axis implementation of the administrative processes n = 60

M	The phrase	Agree		Some what		Disagree		Total relative	Weight	K2	Sorted
		K	%	K	%	K	%				
1	Has the capacity to participate in the implementation of plans of the sport.	7	11.7	2	3.3	51	85.0	76	42.2	72.7	2
2	Has the capacity to implement plans that will help develop sport	8	13.3	2	3.3	50	83.3	78	43.3	68.4	1
3	has the ability to implement the objectives of the Commission	4	6.7	3	5.0	53	88.3	71	39.4	81.7	4
4	Has the capacity to achieve the goals set in the light of the possibilities.	-	-	5	8.3	55	91.7	65	36.1	41.7	5
5	has the capacity to implement the plans time-bound program to achieve the Millennium	4	6.7	3	5.0	53	88.3	71	39.4	81.7	4
6	has the capacity to collect information that help in the implementation of his duties	5	8.3	6	10.0	49	81.7	76	42.2	63.1	3
7	has the capacity to implement the policies set.	4	6.7	3	5.0	53	88.3	71	39.4	81.7	4
8	has the capacity to carry out work assignments in the light of the procedures established	5	8.3	7	11.7	48	80.0	77	42.7	58.9	3

Value of k 2 When the abstract level (0.05) = 5.991

Table 3: Frequency and percentage and estimated total and the relative weight K 2 and the order of the responses for the words of the third axis to administrative procedures and reporting n = 60

M	The phrase	Agree		Some what		Disagree		Total relative	Weight	K2	Sorted
		K	%	K	%	K	%				
1	Has the capacity to make records of the body is register.	5	8.3	8	13.3	47	78.3	78	43.3	54.0	1
2	Has the capacity to decision-making through the reports set	3	5.0	4	6.7	53	88.3	74	41.1	81.7	3
3	Has the ability to speed the performance of work through the administrative procedures	3	5.0	6	10.0	51	85.0	72	40.0	72.3	3
4	Has the capacity to achieve the objectives of the Commission through administrative procedures	2	3.3	8	13.3	50	83.3	72	40.0	68.4	4
5	Has the capacity to implement the regulations of the work.	2	3.3	8	13.3	50	83.3	72	40.0	68.4	4
6	Has the capacity to identify the functions of the individuals involved in the work	3	5.0	5	8.3	52	86.7	71	39.4	76.9	3
7	Has the capacity to solve problems for the work.	4	6.7	10	16.7	46	76.7	78	43.3	51.6	2
8	Has the ability to write reports and presentation	3	5.0	11	18.3	46	76.7	77	42.7	52.3	3
9	Has the ability to analyze reports and his book summary written by	5	8.3	8	13.3	47	78.3	80	44.4	63.7	1

Value of K 2 When the abstract level (0.05) = 5.991

to implement plans time-bound program to achieve goals and the inability to get information that help in the implementation of his duties and the inability to implement the policies set, This is consistent with what indicated by each of Acharejeh [6] and Abd El-Gawad [2], the shortcomings in the implementation of the plans and the inability of management to achieve the goals set during a specific time frame as well as the inability to achieve the objectives in the light of the potential the result of weakness in the implementation of efficiencies in administrative operations specialists athletes The lack of these competency can lead to low performance of the functions and duties of their work, emphasizing the importance of competencies and the implementation of

administrative processes that contribute to the development of the capacity of specialists athletes to perform duties of the job the best way possible.

Table (3) showed description of the statistical responses of the sample around the axis of administrative actions and reporting and made the sign of the differences between the responses of the sample, all statistically significant at the abstract level 0.05 and the spirit of the relative weight between 39.44: 44.44 and the approval rate between 3.3%: 8.3 %, where the words came numbers 4,5, 6, 3,2, 8, 7,1, 9. Approval rate is less than 50% and ranged between 3.3%: 8.3% and noted the statement number 4 the ability to achieve the objectives of the Commission through administrative procedures where

I got the approval rate 3.3% and the phrase number 5 refers to the ability to implement regulations to work where I got the approval rate 3.3%, The expression 6 refers to the ability to identify the functions of the individuals involved in work where I got the approval rate 5% and the phrase number 3 refers to the ability to speed the performance of work through the administrative procedures which got the approval rate 5 % and the phrase number 2 refers to the ability to decision-making through the reports drawn up where I got approval rate 5%, The expression 8 refers to the ability to write reports and present it obtained approval rate 5% and the phrase number 7 refers to the ability to solve problems for work where I got the approval rate 6.7%, The phrase number 1 refers to the ability to make records of the Commission is the registry where it obtained approval rate 8.3% and the phrase number 9 refers to the ability to analyze reports sent and write a summary about where I got the approval rate 8.3%.

The researchers attribute this result to the specialist sports lacks the capacity to carry out administrative procedures and reporting is reflected in the inability of the worker on the regulation of work and achievement of the objectives of the Commission through administrative procedures and also does not have the ability to determine the functions of the individuals involved in the work and the speed of working through administrative procedures, as well as his inability to write reports and work records of the body and not to its ability to analyze reports transmitted and written summary, which helps to speed the decision-making, This is consistent with the findings of both Mizel [7] and Fahim [3] the inability of specialists athletes to take the appropriate decisions during their work and the low level of performance in carrying out administrative procedures and the delay in reporting, presentation and analysis so that appropriate decisions Is the result of the loss of competency and competencies to the administrative procedures and reporting to allow taking the right decisions which contribute to the achievement of objectives in accordance with established policies and confirms the importance that has specialist sports man answered management competency that will help him to do procedures and reporting in accordance with his duties at the best possible achievement.

Table (4) showed description of the statistical responses to the sample on the center of human relationships were significant differences between the responses of the sample, all statistically significant at the abstract level 0.05, ranging the relative weight between 35.56: 40, the approval rate between the zero %:

6.7%, where Statements made numbers 7,9, 8, 6,4, 1, 2,3, 5 Approval rate is less than 50% and ranged between zero%: 6.7% and noted the statement number 7 the ability to attention aspects of social relations between workers where I got the approval rate zero% and the phrase number 9, pointing to the ability to form good relations with employees where I got the approval rate zero%, The expression 8 refers to the ability to raise working towards achieving the objectives of the Commission where I got the approval rate zero% and the phrase number 6 refers to the ability to distribute responsibilities among employees impartially where I got the approval rate zero% and the phrase number 4 refers to the ability to strengthen the link between workers and management, where it got the approval rate 6.7%, The phrase number 1 refers to the ability to observe the humanitarian aspects of the transactions between levels of management. Where I got the approval rate 6.7% and the phrase number 2 refers to the ability to achieve the objectives of the body through human relationships that are where I got the approval rate 6.7%, the phrase number 1 refers to the ability to observe the humanitarian aspects of the transactions between levels of management. Where got the approval rate 6.7% and the phrase number 2 refers to the ability to achieve the objectives of the body through human relationships that are where I got the approval rate 6.7%. The researchers attribute this result to the specialist sports lacks the ability to achieve human relations and good by his inability to interest in aspects of social relations between workers to form good relations, which helps to raise working towards achieving the goals of the Commission, as well as the inability to allocate responsibilities among employees impartially and documenting the link between staff and management, As well as not have the capacity to take into account humanitarian aspects of the transactions between the different administrative levels and also does not have the ability to hear a complaint of workers and to achieve human relations so as to help achieve the objectives of the management, This confirms the study of both Mizel [7] and Al-Alawi *et al.* [8] The lack of adequate composition of human relations good between professionals and associates in the Foundation currency lead to a low level of abilities in the performance of his duties it is difficult to accomplish these tasks as a result of his inability to build good relations and the inability to take into account the humanitarian aspects and the inability to absolutely impartial distribution of responsibilities, leading not to raise working towards achieving the objectives of the Authority and carry out their work.

Table 4: Frequency and percentage and estimated total and the relative weight K 2 and the order of the responses for the words of the fourth axis of human relations n = 60

M	The phrase	Agree		Some what		Disagree		Total relative	Weight	K2	Sorted
		K	%	K	%	K	%				
1	Has the capacity to take into account humanitarian aspects of the transactions between levels of management	4	6.7	2	3.3	54	90.0	70	38.8	86.8	1
2	Has the capacity to achieve the Objectives of the Commission through Human relationships that exist.	4	6.7	2	3.3	54	90.0	70	38.9	86.8	1
3	Has the ability to treat all employees a good way.	4	6.7	3	5.0	53	88.3	71	39.4	81.7	1
4	Has the capacity to strengthen the link between workers and management.	4	6.7	7	11.7	49	81.7	64	35.5	63.3	1
5	Has the capacity to listen to the Complaints of workers.	4	6.7	4	6.7	52	86.7	72	40.0	76.8	1
6	Has the capacity to distribute Responsibilities among employees fairly	-	-	8	13.3	52	86.7	68	37.7	32.2	2
7	Has the capacity to aspects of social concern among workers	-	-	5	8.3	55	91.7	65	36.1	41.6	2
8	Has the capacity to raise working towards achieving the objectives of the Commission.	-	-	7	11.7	53	88.3	67	37.2	35.2	2
9	Has the ability to form good relations with employees.	-	-	6	10.0	54	90.0	66	36.6	38.4	2

Value of K 2 When the abstract level (0.05) = 5.991

Table (4) showed description of the statistical responses to the sample on the center of human relationships were significant differences between the responses of the sample, all statistically significant at the abstract level 0.05, ranging the relative weight between 35.56: 40, the approval rate between the zero %: 6.7, where Statements made numbers 7, 9, 8, 6, 4, 1, 2, 3, 5 Approval rate is less than 50% and ranged between zero %: 6.7% and noted the statement number 7 the ability to attention aspects of social relations between workers where I got the approval rate zero % and the phrase number 9, pointing to the ability to form good relations with employees where I got the approval rate zero %, The expression 8 refers to the ability to raise working towards achieving the objectives of the Commission where I got the approval rate zero% and the phrase number 6 refers to the ability to distribute responsibilities among employees impartially where I got the approval rate zero% and the phrase number 4 refers to the ability to strengthen the link between workers and management, where it got the approval rate 6.7%, The phrase number 1 refers to the ability to observe the humanitarian aspects of the transactions between levels of management. Where I got the approval rate 6.7% and the phrase number 2 refers to the ability to achieve the objectives of the body through human relationships that are where I got the approval rate 6.7%, the phrase number 1 refers to the ability to observe the humanitarian aspects of the transactions between levels of management. Where got the

approval rate 6.7% and the phrase number 2 refers to the ability to achieve the objectives of the body through human relationships that are where I got the approval rate 6.7%.

The researchers attribute this result to the specialist sports lacks the ability to achieve human relations and good by his inability to interest in aspects of social relations between workers to form good relations, which helps to raise working towards achieving the goals of the Commission, as well as the inability to allocate responsibilities among employees impartially and documenting the link between staff and management, As well as not have the capacity to take into account humanitarian aspects of the transactions between the different administrative levels and also does not have the ability to hear a complaint of workers and to achieve human relations so as to help achieve the objectives of the management, This confirms the study of both Mizel [7] and Al-Alawi *et al.* [8]. The lack of adequate composition of human relations good between professionals and associates in the Foundation currency lead to a low level of abilities in the performance of his duties it is difficult to accomplish these tasks as a result of his inability to build good relations And the inability to take into account the humanitarian aspects and the inability to absolutely impartial distribution of responsibilities, leading not to raise working towards achieving the objectives of the Authority and carry out their work.

Table 5: Frequency and percentage and estimated total and the relative weight K 2 and the order of the responses for the words of the fifth axis of communication processes n = 60

M	The phrase	Agree		Some what		Disagree		Total relative	Weight of	K2	Sorted
		K	%	K	%	K	%				
1	Has the capacity to clarify the objectives of administrative levels through a process of communication	-	-	5	8.3	55	91.7	65	36.11	41.7	1
2	Has the capacity to clarify the channels of communication for all employees at the Authority.	-	-	6	10.0	54	90.0	66	36.67	38.4	1
3	Has the ability to use informal means of communication (regulations and rules) between levels of management	-	-	2	3.3	58	96.7	62	34.44	52.2	1
4	Has the capacity to achieve the objectives of the Commission through various means of communication.	-	-	6	10.0	54	90.0	66	36.67	38.4	1
5	Has the capacity to use modern Means of communication between sports bodies.	-	-	4	6.7	56	93.3	64	35.56	45.0	1
6	Has the capacity to absorb and modern means of communication.	-	-	6	10.0	54	90.0	66	36.67	38.4	1

Value of K 2 When the abstract level (0.05) = 5.991

Table (5) showed description of the statistical responses of the sample around the axis of communication and made the sign of the differences between the responses of the sample, all statistically significant at the abstract level 0.05, ranging the relative weight between 34.44: 36.67 and get all the phrases on the approval rate zero%, where Statements made numbers 3.5, 1, 2.4, 6 Approval rate zero% and noted the statement number 3 the ability to use the means of formal communication (regulations and laws) between levels of management where I got the approval rate zero% and the phrase number 5 refers to the ability to use the means Modern communications between the sports bodies where I got the approval rate zero%, The phrase number 1 refers to the ability to clarify the objectives of the two administrative levels through a process of communication where I got the approval rate zero% and the phrase number 2 refers to the ability to clarify the channels of communication for all employees in the Authority obtained the approval rate zero %, The phrase number 4 refers to the ability to achieve the objectives of the Commission by means of various communication where got the approval rate zero% and the phrase number 6 suggest a capacity to accommodate the modern means of communication where I got the approval rate zero%.

The researchers attribute this result to the specialist sports lacks communication and shows through his inability to use modern means of communication help to clarify the objectives to be achieved between the different administrative levels, As well as non-use of formal means of communication between administrative levels, which helps to achieve the objectives of the Commission

and not his abilities to absorb and modern means of communication which can clarify which channels of communication to all employees achieve the objectives of the management, This is consistent with the studies of Fahim [3], Saleh [4] and Ali [9].The weak capacity of specialist sports in the use of modern means of communication and inability to make effective contact with those around him in the field of work, As well as non-use of official contact between administrative levels is the result of weak competencies communication has leading to the low level of performance and completion of the tasks required of it, leading to the failure of the institution's objectives in a timely manner due to the importance of availability of efficiencies contact with specialists athletes.

Table (6) showed description of the statistical responses of the sample around the axis of the calendar with shows significant differences between the responses of the sample, all statistically significant at the abstract level 0.05, ranging the relative weight between the 35: 40 and got all the phrases on the approval rate zero%, where Statements made numbers 2.1, 4, 6.3, 7, 5.8 Approval rate zero% and noted the statement number 2 the ability to use a variety of methods for evaluation within the body where I got the approval rate zero% and the phrase number 1 refers to the ability to avoid problems through assessment processes, where I got the approval rate zero%, The phrase number 4 refers to the ability to take advantage of the previous assessments in the body where I got the approval rate zero% and the phrase number 6 refers to the ability to do scale within the sports body helps the evaluation process where I got to the rate

Table 6: Frequency and percentage and estimated total and the relative weight K2 and arrangement of the responses for the words of the sixth evaluation axis n = 60

M	The phrase	Agree		Some what		Disagree		Total relative	Weight	K2	Sorted
		K	%	K	%	K	%				
1	Has the ability to avoid the problems through the calendar.	-	-	5	8.3	55	91.7	65	36.1	41.67	1
2	Has the ability to use a variety of methods for evaluation within the body	-	-	3	5.0	57	95.0	63	35.0	48.60	1
3	Has the ability to identify deficiencies within the body through the calendar.	-	-	7	11.7	53	88.3	67	37.2	35.27	1
4	Has the capacity to take advantage of the previous assessments in the body.	-	-	5	8.3	55	91.7	65	36.1	41.67	1
5	Has the capacity to determine the schedules for the operations of the calendar within the body	-	-	9	15.0	51	85.0	69	38.3	29.40	1
6	Has the capacity to work within the standard sports body helps the evaluation process	-	-	6	10.0	54	90.0	66	36.7	38.40	1
7	Has the capacity to clarify the means of evaluation of the workers.	-	-	8	13.3	52	86.7	68	37.8	32.27	1
8	Has the capacity to evaluate the realization within the institution of sports	-	-	12	20.0	48	80.0	72	40.0	21.60	1

Value of K2 When the abstract level (0.05) = 5.991

of approval zero%, The expression 3 refers to the ability to identify deficiencies within the body through the calendar where got the approval rate zero% and the phrase number 7 refers to the ability to clarify the means of evaluation of the staff where I got the approval rate zero%, The expression 5 refers to the ability to determine the schedules for the operations of the calendar within the body where I got the approval rate zero% and the phrase number 8 refers to the ability to evaluate the realization within the Capital Athletic Foundation, which obtained the approval rate zero%.

The researchers attribute this result to the specialist sports to the calendar is missing through lack of ability to pay due care to the calendar by not taking advantage of the previous calendar to avoid problems during the calendar using a variety of methods, As well as the inability to identify deficiencies within the body by setting schedules for the calendar and not also had the capacity to clarify the means of evaluation of the workers and the inability to evaluate the realization within the Sports Foundation, This confirms the study of Abd El- Gawad [2], Nashwan [5] and Khalifa [10] where the results of these studies indicated that the decline in individual performance resulting from not rely on the previous assessments and use of these, As well as the lack of diversification in the use of evaluation methods and the lack of clarity of how to use it correctly it is caused by the loss of these individuals to competencies and competency assessment and to ensure that they identify the weaknesses and strengths within the

institution which does not allow to carry out a calendar given correct results allow avoiding negative consequences and strengthen the positive line Workflow, Which leads to achieve the goals according to their specific time, underlining the importance of the availability calendar to competencies specialist sports within the institutions of different sports, because the nature of the role that it can discharge and active participation in the conduct of evaluations within the body or institution affiliated to it.

CONCLUSIONS

Through the results of research, researchers reached the following conclusion:

First: Axis of knowledge and information management By the results of research and within the study sample researchers, it was found that the specialist sports lacking the adequacy of knowledge and information management is unable to search for information, the diversity of sources of information, the use of modern means of research and knowledge and use of information in achieving the objectives of institutions.

Second: Focus of the implementation of administrative processes By the results of research and within the study sample researchers found that the specialist sports lacking the adequacy of administrative processes is unable to participate in the implementation of the plans

sports body, the implementation of the objectives of the body, achieving the goals set in the light of the possibilities available, rely on the information available during the implementation process and to achieve objectives in the light of the procedures.

Third: Axis of administrative actions and reporting By the results of research and within the study sample, researchers found that the specialist sports lacking the adequacy of administrative actions and reporting it is unable to decision-making through the reports drawn up to achieve the objectives of the commission through administrative procedures, the implementation of the regulations of the work and determine the functions for individuals participants in the work.

Fourth: Axis of human relations By the results of research and within the study sample, researchers found that the specialist sports lacking the adequacy of human relations is unable to achieve the objectives of the body through the existing human relations, listening to complaints of workers and distribution of responsibilities among employees fairly.

Fifth: Axis of the communication processes By the results of research and within the study sample, researchers found that the specialist sports lacking the adequacy of communication processes is unable to clarify the objectives of the two administrative levels through a process of communication, the use of formal communication (regulations and laws) between levels of management and the use of modern means of communication between the bodies sports.

Sixth: Axis of assessment By the results of research and within the study sample, researchers found that the specialist sports lacking the adequacy of assessment becomes unable to use a variety of methods for evaluation within the organization, to take advantage of the previous assessments in the body, determine schedules, assessment processes within the body, to clarify the means of evaluation of the factors and evaluate the realization within the institution of sports.

RECOMMENDATIONS

Based on the results of research and within the sample, the researchers recommended the following:

Giving attention to human development programs to train workers to athletes at institutions of different sports

and take advantage of the list of management competency of the study in the design of the preparation and training of professionals athletes so that they have total management competency that work on developing their career and vocational represented as follows:

- C Attention for enough knowledge and information management.
- C Caring for the implementation of the adequacy of administrative processes.
- C Attention for enough administrative procedures and reporting.
- C Attention for enough human relations.
- C Attention for enough communication processes.
- C Attention for enough assessment.

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