

A Proposed Model for the application of open management systems in the Egyptian Federation of Volleyball

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Introduction and research problem :

Advanced life with the end of the twentieth century made tremendous progress in all the sciences and areas in general and management science in particular, and change management science and change intended to keep pace with this rapid progress , after that was the goal of management is to set goals for employees to implement them, and the rules and regulations in order to walk on them, and inspection to ensure the implementation, became the goal is to provoke and allow workers to their innovative abilities, and the search for future visions and hopes and the formation of shared values and convictions, and giving them broad powers to adapt to contemporary circumstances . (2:20). As a result of shifts rapid and profound unprecedented began to emerge strong and variables highly influential , and

suggest these changes to the emergence of revolutionary change comprehensive , where the technical progress of the methods and techniques that have become her management of human and material resources represent a problem that requires good treatment, and the presence of a certain quality of management style and methods of administrative innovative and effective . (3:10)

The management style open style administratively newly represents change effectively meet the needs of improvement and development , and is in the positive participation by workers focus of attention , so it is a new way of thinking based style to turn employees into real partners , working with the mentality of ownership rather than function , this method leads to boost the skills of workers through the

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growing personal responsibility , ie that each element Bushra effective role in achieving the objectives. (9 : 3)

So researcher believes that the management style on the open inbuilt survival and continuity comes resistance method of those who feel that they are threatened with losing their status job , or who expect more pressure on the performance of the current , and also do not believe in the method any chance of promotion and functionally or financially, this resistance has come also from some managers owners philosophy bureaucracy , all of these are usually non- attuned to the management style on the open , so the correct treatment can make them aware of the benefits of this method.

The management style open does not work in isolation and away from the foundations and principles of the other methods , but it works to provide the appropriate environment for the application of the principles and concepts of those methods , explains John Case " when it asserts that the knowledge of individuals to the figures of financial and understanding of indicators and their significance and the ability to analyze all

factors that help workers understanding and conviction of the importance of the application of TQM programs and re-engineering" and the empowerment of workers(8:104)

Hence, the research problem in the absence of stability, the administrative and the existence of patterns of administrative traditionally dependent on the completion of the administrative process is bureaucratic traditional hamper the achievement of the objectives ideally does not possess the ability to satisfy the needs of the community , and despite the availability of forms of modern technology , but the management style approach does not learning process and Acquisition personnel management and organizational skills to modify the behavior commensurate with the values and new knowledge.

So researcher finds the importance of conducting this study , where it is add scientific represented in a proposed model for the application of management systems open the Egyptian Federation of Volleyball.

Materials and Methods Search:

Study sample consisted , from (85) per capita of (10) of experts, (4) singled out the level

of senior management, and (21) the individual level of middle management, and (50) the individual level of the executive management of the workers in the Egyptian Federation of Volleyball.

- The researcher used the descriptive method (surveys) .
- Applied research in the academic year 2013 the Egyptian Federation of Volleyball.

Data collection tools :

- Survey the current reality of the prevailing management systems Egyptian Federation of Volleyball :

- The researcher designed questionnaire current reality, then presented to a group of experts and researcher reached axes basic questionnaire that achieve the goal of the study, then drafted statements each axis , and carried to the attention of experts, underwent a questionnaire for transactions statistical and came transactions are as follows:
 - Honesty using internal consistency ranged between (0.54 : 0.92)
 - Persistence using alpha coefficient ranged between (0.56 : 0.98)
 And thus became in its final form questionnaire includes (

63) is the Management by Objectives of 1 - 16, the General Administration of 17 - 29, total quality management from 30 - 48 , open administration of 49 - 63 .

- The objectives of the application questionnaire management systems open the Egyptian Federation of Volleyball :

The researcher questionnaire design goals of open management systems , and then presented to the group of experts and the researcher to the core themes of the questionnaire that achieve the objective of the study , and then formulated the objectives of each axis and presented to the experts to determine the objectives of each axis.

The questionnaire consists of (19) is an agreement on the overall goal and three goals on three sub - themes , namely : goals relating to the intellectual aspects of 2-7 , the goals relating to the humanitarian aspects of 8-13 , aspects related technique targets of 14 - 19 .

- **A questionnaire components** of the proposed model for the application of

open management systems : In light of the results of a questionnaire study the current reality of the prevailing management systems Egyptian Federation of volleyball, and questionnaire objectives of open management systems , analysis of references and previous studies and specialized research in modeling .

The researcher identified (3) axes to identify the professional requirements for workers Union of Egyptian volleyball , to develop their career, through the analysis of a number of references specialized in the field of sports management and preparation of administrative sports and then presented to the experts to determine the components of the model put subjects each axis commensurate with each the axis of the themes that have been identified.

It consists model (3) axis key and (4) sub-themes within each axis, namely: aspects of intellectual include (business philosophy, and coordinate the functions, methods of carrying out the work, develop and evaluate performance) humanitarian aspects include (stimulation- Contact- teams-

Conflict Management), skills and aspects include (functional and emotional maturity- Forecasting and initiative - future Vision - innovation and creativity)

- A questionnaire systems implementation mechanisms Directors Almguetouhh :

The researcher identified (8) training techniques administrative training professional requirements for workers Union of Egyptian volleyball to develop their career through the analysis of a number of references specialized in the field of sports management , management training and presented to the experts to identify the degree of their approval and after unloading data according to their views in the approval came **implementation mechanisms** (lectures- case study - seminars - practical application - Field visits - Workshops - Matches Administrative- the representation of roles) .

- A questionnaire follow - up and evaluation methods for open management systems :

The researcher identified (4) methods of evaluation and follow-up of the components of the proposed model by analyzing the number

of references specialized and presented to the experts to identify the degree of their approval and after unloading data according to their views in the approval came methods and evaluation and follow-up (note - Records - periodic reports - personal interview)

- A questionnaire proposed model

In light of the findings of the researcher through the components of the model and implementation mechanisms and methods of monitoring and evaluation, the researcher design form the proposed model and then display the content of the form to the experts to get to know (the schedule of the model

- the time required for the model
 - Place the implementation of the model - the timeliness of the implementation of the model - functions based the implementation of the model - the appropriate period for calendar model - aspects of the calendar model)

Results and discussion :

Researcher displays in this part the findings of research in an attempt to identify the purpose of the study according to the following:

The first question :

- What's the current reality of the prevailing management systems Egyptian Federation of Volleyball ?

Table (1)

Percentages and the estimated degree of administrative systems used in the Egyptian Federation of Volleyball

Questionnaire from	Minor axes	Estimated degree	Percentage
Administrative Methods	Goals administration	315	84%
	General administration	٢٠٠	80%
	Overall quality administration	٢٤٠	64%
	Open administration	١٩٥	52%

Seen from the above table that the management by objectives highest percentage of ٨٤ % and public

administration have gotten a percentage of ٨٠ % as I got TQM on a percentage of ٦٤ %, while the obtained Leaders

open on a percentage of 52 % and thus study concluded that the fact Managing the Egyptian Federation of volleyball revolves around the management functions in the light of public administration and management by objectives - The public administration and management by objectives pattern administratively integrated where they are through investigation and management functions of planning, organizing , directing and controlled by individuals or through segmentation goals into sub-goals to be determined precisely and work on coordination between the objectives of the departments and divisions , and some of them, as it seeks to achieve the objectives General Organization through the investment of available resources and the efforts of individuals, but that does not sing about the importance of the availability of direct concern to individuals

implementing plans and programs targeted with the need to take into account some of the obstacles and problems that may face the Union during the implementation of programs , as well as to identify the requirements of the beneficiaries of services Union so that he could face developments in the communities and to continue in the competition

In Agreement with this result with both Mahmoud Abdel Latif Moussa "(2006) (5) and Ahmed Mohamed Ghoneim" (2005) (1), which indicates that the administrative thought must evolve the ability to deal with situations in which exposure conditions and variables of age and workto develop appropriate solutions in order not to cause a future crisis. Second question:

What are the objectives the application of management systems open the Egyptian Federation of Volleyball?

Table (2)

The percentage of the objectives of the application of management systems open the Egyptian Federation of Volleyball (n = 10)

Form	Axes	Percentage
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The targets of applying the systems of open administration	General target	100%
	Intellectual targets	90%
	Human targets	100%
	Artistic targets	100%

It is clear from Table (2) agreed views of the study sample of professors of physical education (100%) on the overall objective of the application of management systems open EU Egyptian volleyball, also agreed views of the sample under study on the sub-goals and include goals related aspects (intellectual, humanitarian, art).

Through the previous view of the results of the Table (2) shows the following:

- The consensus of the sample under study on the overall objective of the application of management systems open EU

Egyptian volleyball is in line with what is confirmed by "Lili Zahran" (2003) (6), as agreed by the views of the sample under study on the sub-goals and include goals (intellectual, humanitarian, Professional) and this is what indicated to him "Zahran" (2003) (6) where indicated classifications or three areas of the goals of No commas are in an ongoing relationship achieved in ways that directly and indirectly helps one to achieve the other.

Third question:

- What are the components of the proposed model for the application of management systems open the Egyptian Federation of Volleyball?

Table (3)

The percentage of the components of the proposed model for the application of management systems open the Egyptian Federation of Volleyball n = (10)

Sample	Axes	Percentage
Experts	Artistic side skills	80%
	Intellectual skills	90%
	Human skills	100%

It is Clear from the table that (3)

- Topics that are trained workers it through the

technical aspects are (4) axes (business philosophy, coordinating functions,

methods of implementation work, development and evaluation of performance) as included each axis of the axes on a range of topics from which to develop some of the skills associated with The researcher believes that the high percentages in the choice of subjects and experiences due to the nature and importance of each of these issues of its own.

- Topics that are trained workers through the humanitarian aspects are (4) axes (motivation , communication , work teams, conflict management) which included all the axis of the axes on a range of topics from which to develop some of the skills associated with it

- Topics that are trained workers them through aspects of intellectual is (4) Dimensions (mature functional and emotional , forecasting and initiative, vision , innovation and creativity), where included each axis of the axes on a range of topics from which to develop some skills related to basing these topics and scientific grounds based on the principles of modern management and administration .

- The researcher believes that the diversity in the choice of subjects is a feature of integration and ensure a fruitful training effective where they help these different topics to take into account individual differences and provide an opportunity for employees or trainees to learn according to their mental abilities and readiness

- Therefore finds Jack-stack (2002) (7) in the level of supervision must promote human skills technical skills and some of the skills of mental and planning or in the administrative level Top appears importance of the skills of mental and innovative substantially , and that intellectual skills linked to the efficiency of the individual in the sense of the problems and find solutions and innovation of ideas , and therefore those skills refer to an individual's ability to perceive and understand the situation .

Fourth question :

What mechanisms implementing management systems open the Egyptian Federation of Volleyball ?

Table (4)

Percentage of mechanisms for the implementation of management systems open the Egyptian Federation of Volleyball n = (10)

Sample	Axes	Percentage
Experts	lectures	90%
	Case study	70%
	Diss cussions	90%
	Scientific application	80%
	Field visits	60%
	Work shops	90%
	Adminis trative matches	70%
	Role play	80%

Table (4) experts study sample agreement on the following:

- Topics that are trained workers it through some of the training methods Administrative different a (lectures, case studies, panel discussions, practical application, field visits, workshops, games management, role-playing) due researcher choose these different styles for easy and convenient this methods of expertise theoretical and practical experience and the nature of the topics that are training them

The choice of mechanisms for the implementation of the various issues that have been selected to develop a scientific framework based upon some of the bodies and youth and sports institutions in the management of these institutions scientific

deliberate steps make it easier for those who manage these institutions to achieve their goals and advancement in the shortest possible time and with minimal effort as possible.

He thinks, "Mohamed Abdel Aziz", "Samir Abdel Hamid" 2007) (4) that the lecture essential to gain experience cognitive, as it time-bound specific control-based training, so the preparation of the paper study and discussion came lieutenant of the lecture as one of the important factors are also in the process of training is directly develop the skill of scientific thinking and innovation is also the educational process exciting and beneficial to both the trainer and trainee , it is a way to search and deduction , discovery, whereby clear many

ways to learn.

Fifth question :

What methods of follow-up and evaluation of management systems open the Egyptian Federation of Volleyball ?

The percentage of follow-up and evaluation methods management systems open the Egyptian Federation of Volleyball

Table (5) n = (10)

Sample	Axes	Percentage
Experts	Observation	90%
	Records	70%
	Periodicals	100%
	Interview	80%

Table (5) experts study sample agreement on the following:

- Subjects that are follow-up and evaluation of employees through the components of the proposed model are (4) represented in the methods (observation, records, periodic reports, personal interview).

Conclusions :

In the light of the discussion and interpretation of the results of research concluded researcher as follows:

- It was concluded that method is the use of management by objectives and public administration Egyptian Federation of Volleyball.
 - To reach the goal of trying to link the goals of workers objectives of the Egyptian

Federation for volleyball and participation in decision-making and assume responsibility and encourage creativity and innovation to achieve the desired goals , and three sub-goals are goals (intellectual, humanitarian, technical) .

- To reach the components of the proposed model from three aspects are (technical aspects , aspects of the humanitarian aspects of intellectual), and technical aspects include (a philosophy of work, coordination of functions, methods of implementation work, development and evaluation of performance) , and humanitarian aspects include (motivation, communication, work teams ,

conflict management), and intellectual aspects include (functional and emotional maturity, forecasting and initiative, vision, innovation and creativity)

- Was reached to implement systems management mechanisms open the Egyptian Federation of a volleyball (lectures, case studies, panel discussions, practical application, field visits, workshops, administrative games, role-playing).

- Have been identified method of evaluation and follow-up management systems open the Egyptian Federation of Volleyball, namely (note, records, periodic reports, personal interview).

The proposed model for the application of management systems open the Egyptian Federation of Volleyball

The model requirements

Ingredients 1 intellectual skills : (functional and emotional maturity, forecasting and initiative, vision, innovation and creativity)

Human skills: (motivation, communication, work teams, conflict management
Technical skills: (business philosophy, coordinating functions, methods of carrying

out the work, the development and evaluation of performance)
 The mechanics of the implementation of the 2 lectures, case studies, panel discussions, practical application, field visits, workshops,, Administrative games, the representation of roles.

Follow-up and evaluation methods 3 observation, records, periodic reports, personal interview
 The time required for Form 4 for more than three months to be performed daily by model (5) hours Place the implementation of the Model 5 the Egyptian Federation of Volleyball. A timely manner to carry out on - the - job model 6 .7 jobs

- Experts in the field of sports administration and management

- (EU Supreme Advisory Committee)
 Appropriate period of 8 calendar

At the end of the implementation of the program .Calendar 1 aspects of the content of the proposed model .
 2 Some topics of the proposed model.

3 experience and skills included the proposed model .

4 Ways and methods of implementation experiences form.

5 practical applications that meet the needs of workers .

Recommendations:

In light of the research objectives and within the research community and the selected sample In light of the findings, the researcher recommends the following:

1- guided by the model proposed by the researcher as an input for the development of the administrative work the Egyptian Federation of volleyball through management systems that are open.

2- Open publication management systems by training and educating workers in its conception and its importance , and steps to be implemented with an explanation and presentation of the models and successful experiences in the application of this technique .

3- empowering employees through share power and responsibility and give them the freedom to take decisions Their jobs , that bear the responsibilities of those

decisions , and reward them for their outstanding performance And considering the error in my work is another way to learn.

4- The need to support the administration views and ideas concerning the workers to improve the quantity and quality of job performance , which helps to develop innovative and creative capabilities for employees , which works to improve the organization and employees

5- the need for renewal and events development of methods and management systems Egyptian Federation of Volleyball and according to the importance of unions and highlight its effective role in promoting the sport in the Arab Republic of Egypt .

6- Take advantage of the proposed model applicable to sports federations for the various games .

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