

The relationship between the degree of administrative decisions and the ability to solve problems among workers at the Directorate of Youth and Sports

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Introduction and research problem:

The prosperity of nations and progress depends on its holdings of the human resources and material resources, and material resources have no value unless there is human resources with distinct characteristics eligible to exploit the material resources and put them in different shapes and forms unfamiliar including back to the community benefit and interest, and the human element is the real wealth of his people, it is a treasure which it hopes will be held in problem solving and in frequenting prospects for the future and develop ways of life. (6: 218)

The human element has the interest of all organs of society and its institutions what they call its super unusual characteristics and capabilities enable them to promote their

communities and solve all intercepted obstacles or problems, and when groups or individuals faced with problems including solutions for them, these problems which fall within the limits and capabilities of ordinary individuals, including hard-suit or overcome ones of those problems that require qualified individuals with mental characteristics and capabilities distinct from hoping and thinking and perseverance may not be available in the majority of individuals.

As far as society takes care of its human resources as far as it collects future full of achievements and prosperity, and therefore, scientists, researchers and specialists have conducted studies and researches in order to discover the talents and abilities of employees through identifying characteristics. (1: 253)

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Since management is a science and art and commitment to professional ethics, It is a science because practicing requires knowledge, scientific information and professional accurate. It is artistic because they rely on personality of individuals, it also requires management skills developed in order that the Director of the Facility is able to manage the organization and its employees investing time and different sources, and be able to make wise decisions that affect the performance of the organization and its employees in a way drives everyone's efforts and their potential to achieve the desired goals.

Thus decisions' practicing is one of the core and basic functions for workers, although the amount of success achieved by any institution depends primarily on the ability and efficiency of its employees and their understanding of decisions and methods decision making and exercising, including their concepts to ensure follow-up, implementation and evaluation. (5:33)Accordingly, organizations need all sizes and the nature of its activity to the

leaders bear the main responsibility for achieving the goals of these organizations and the completion of its work efficiently and effectively and without those conscious and responsible leaders it is unable to exercise its desirable activities, but wandering in its quest towards achieving their goals and ambitions.

Therefore leadership has the interest of all societies as they are related with the impact on individuals, groups and reaching work completion and development, and it became clear in the present age that the progress of nations is a natural result of the effectiveness of leadership in many areas, therefore different organizations try detecting leadership capacity among its members by working on training and development through the performance of its leadership role in achieving development goals. (8: 128)

Ashraf Hakim Fares (1995) refers to that the individual is facing problems in his daily life permanently, every day he addresses many of the difficulties that range from the simple and important and very important, and the problem takes place when he

is unable to reach his objectives directly. (3:38)

And the ability to solve problems is a kind of learning with the highest ranking and most complex than concepts and generalizations learning, to solve the problems the individual tries to select and use of previously learned rules for up to solve a new problem. (7: 245)

Both of Taylor, Dony Taylor & Dionne (2000) define problem solving as that the solution resulting from the dynamic interaction between the factual knowledge of the task and coordinated individual beliefs and thinking processes that are organized in the strategic use it efficiently in accordance with appropriate procedures addressed. (15: 413)

Bahaa Hamouda Mohamed (2005) defines the ability to solve problems as the possibility to employ the outcome of individual knowledge and skills available to him properly, leading to remove the ambiguity of what position hampered. (4:15)

The importance of the ability to solve problems appears through the following:

- Developing the ability of workers to solve many types of problems they are unfamiliar with, Solving the problem is a process in which employees use the already acquired information , the skills and understandings to achieve the requirements of the situations they are not familiar with, as workers analyze what they have learned and apply in new and different situations.

- Providing an opportunity for employees to use his previous experience on one hand, and to exchange experiences with fellow workers on the other hand, the development of the values of cooperation and self-reliance and selflessness and responsibility.

- Contributing the training of personnel in proper scientific thinking and develop their abilities to reach insightful and sober thinking.

- Contributing to the development of creative thinking and critical thinking among workers. (2: 83)

So, individual's ability of solving problems depends on his self-awareness and characteristics which give him the confidence amount to overcome obstacles and

problem facing him, and his abilities to pass this situation.

The results of some studies indicate that there is a relationship between the characteristics of the individual positive (such as self-confidence, motivation, perseverance, independence, leadership, curiosity) and the ability to solve problems, including the study of Hotz and others all Houtz et (1995 m) (12) Harkow (1996 m) (11), Shan Shan (1996 m) (9), Rubinstein Rubenstein (2000 m) (13), Taylor and Diane Dianne & Tylor (2000 m) (15), and Jroch and others Grawitch et all (2003 m) (10).

It has been shown that the practice of decisions and its relationship to solve problems within the organizations did not take the space and enough interest in the field of sports especially with regard to the ability to solve problems within the Directorate of Youth and Sports, which is one of the most important sports organizations that affect the young people of various ages and life phases, and this is what you are trying the current study exposure to it, as it seeks to identify the relationship between the degree of exercise decisions and the ability to solve problems among workers

at the Directorate of Youth and Sports in Assiut.

Search Materials and Methods:

- The study sample consisted of (250) of individual employees in the departments of the Directorate of Youth and Sports in Assiut.
- The researcher used the descriptive method (surveys).
- Research has been applied in the academic year 2013 the Directorate of Youth and Sports in Assiut.

Data collection tools:

- A questionnaire on practice degree of the administrative determinations:

The researcher designed questionnaire on the degree of administrative decisions, then presented to a group of experts and reached researcher main axes of the questionnaire that achieve the goal of the study, then drafted statements on each axis, and presented to the experts, and a questionnaire subjected to statistical transactions and transactions came as follows:

- Honesty using internal consistency ranged between (0.674 to 0.956).
- Persistence using alpha coefficient ranged between (0.717 to 0.770).

The questionnaire consists of (20) is divided into

four themes, namely: planning 1-5, organization, from 6 - 10, Orientation 11 - 15, Censorship 16 - 20.

- A questionnaire on practice degree of the ability to solve problems:

The researcher designed questionnaire on the ability to solve problems, then presented to a group of experts and reached researcher main axes of the questionnaire that achieve the goal of the study, then drafted statements on each axis, and presented to the experts, and a questionnaire subjected to statistical transactions and transactions came as follows:

- Honesty using internal consistency ranged between (.623 to .816).

- Persistence using alpha coefficient ranged between (0.623 to 0.816).

And thus became in its final form questionnaire includes (16) the words are technical problems related to the skills of 1 - 5, humanitarian problems related to the skills of 6 - 11, problems related to the intellectual skills of 12 - 16.

Research Results and Discussion:

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

The First Questioning:

- What is the practice degree of administrative decisions of the employees at the Directorate of Youth and Sports?

Table (1)
Percentage class estimated for practice of administrative decisions
Among workers at the Directorate of Youth and Sports n = 250

Axes	Estimated Degree	Percentage
Panning	1050	84
Organizing	1100	88
Orientation	975	78
Censorship	925	74
Total	4050	81

Table (1) displays the Percentage of workers responses at Directorate of

Youth and Sports form of the degree of administrative decisions ranged percentage

between (74% - 88%), where the results showed that the degree of administrative decisions prevailing among workers Directorate of Youth and Sports, organization is in first place, and planning is the second phase, then orientation, followed by censorship.

The workers Directorate of Youth and Sports line on the completion of work and proficiency, the researcher returns to the proper planning which defines the roles and functions and responsibilities of workers, which prevents duplication of work also facilitates the process of monitoring and follow-up work, and this makes the workers at the Directorate of Youth and Sports keen to do their jobs accurately and also not fall into mistakes in their performances in addition to the hard work and this is what results in a high degree of efficiency in the quality of the activities provided to beneficiaries.

The Researcher dues that to match of thinking

among the workers in Directorate of Youth and Sports, the task of the exercise of administrative decisions composed of many sub abilities with characteristics differs in nature , objectives and encumbrances contained in the skills required in the performance and disciplines working on the completion, suggesting that the Directorate of Youth and Sport provides goals and policies and procedures for all employees resulting in the ability to exercise decisions , which leads to no conflict in the terms of reference and responsibilities and the existence of the roles and duties of clear and specific officials in the Directorate of youth and Sports, resulting in the exercise of administrative decisions significantly.

The Second Questioning:

- What is the level of ability to solve problems among workers at the Directorate of Youth and Sports?

Table (2)

The percentage and the estimated level of class the ability to solve

**problems Among workers at the Directorate of Youth and Sports
n = 250**

Axes	Estimated Degree	Percentage
Problems related to technical skills	1075	86
Problems related to human skills	1000	80
Problems related to intellectual skills	1050	84
Total	3125	83

Table (2) displays the Percentage of workers responses at Directorate of Youth and Sports form of the ability to solve problems ranged percentage between (80% - 86%), where the results showed that the degree of the ability to solve problems prevailing among workers Directorate of Youth and Sports, Problems related to technical skills in first place, and Problems related to human skills in the second phase, followed by Problems related to intellectual skills at last phase.

The Researcher dues that the ability to solve problems are interfering with a lot of sub abilities with characteristics differs in nature, objectives and encumbrances contained in the skills required in the performance and disciplines working on the

completion, suggesting that the Directorate of Youth and Sport provides goals and policies and procedures for all employees resulting in the ability to confront problems, Whether these problems related to the skills and intellectual that related to mental capabilities and educational level and cultural workers and the ability to predict and perception and expectation and foresight and vision is integrated to any position or a problem experienced by the organization that employs , or technical skills which require the individual the ability to analyze, visualize, and innovation and thinking creative and the ability to use information and awareness and knowledge of the ways and means available, or humanity are skills that develop among workers feelings , sensations

and emotions, trends and tendencies and values that will help them to master their management skills.

The Third Questioning:

- Is there a significant statistical relationship between

the degree of administrative decisions and the ability to solve the problems of the employees at the Directorate of Youth and Sports?

Table (3)

The relationship between the degree of administrative decisions and the ability to solve the problems of the employees at the Directorate of Youth and Sports

Variables	Practice of administrative decisions	The ability to solve problems	"R" Table Value
The degree of administrative decisions	-	-	*0.97
The ability to solve problems	-	-	

Table (3) shows that there is a statistically significant relationship between the degree of administrative decisions and the level of ability to solve problems at the level of significance (0.05).

- The existence of a positive correlation statistically significant at the level of (0.05) between both the degree of administrative decisions and the ability to solve the problems of employees at the Directorate of Youth and Sports.

- The researcher believes that there is a relationship between

the degree of the decisions and the ability to solve problems where there is interest and desire, goals and beliefs and attitudes among workers seeking to achieve, where he is the leader of conduct and behavior and practice decisions.

- The relationship between the degree of administrative decisions and the ability to solve problems, and this is due to the exercise of the individual for each of the functions of planning, organizing, orientation and censorship, support and development of

human capacity for workers organization, and the feeling workers the ability to solve problems lead them to more of an effort to get more results which leads to positive achievement and bringing the level of performance and then improve the organization as a whole.

Conclusions:

In the light of the discussion and interpretation of results the Researcher derived the following:

- That the degree of the exercise of administrative decisions of the employees at the Directorate of Youth and Sports was arranged as follows: organization, planning, orientation and censorship.
- The ability to face the problems of the employees at the Directorate of Youth and Sports are: (problems related to technical skills - problems related to human skills - problems related to intellectual skills) and was arranged as follows: artistic, intellectual, and humanitarian.
- There is a statistically significant relationship between the degree of exercise decisions and the ability to solve the problems of the

employees at the Directorate of Youth and Sports.

Recommendations:

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

- The Directorate of Youth and Sports is to strengthen workers line within the Directorate of Youth and Sports.
- The need to establish training courses, seminars or lectures to introduce scientific methods to face the problems and their role in the performance of employees at the Directorate of Youth and Sports.
- To inform employees of the Directorate of Youth and Sports on the results and implications of this study in order to take advantage of them partially or totally.
- The need for universities and scientific institutions to allocate addresses scientific decisions to highlight the importance of the degree of the decisions and the ability to solve problems as an important approach to raise the level of performance in all sports institutions.

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