

Leisure time activities and their relationship to functional deviation behaviors among workers in sports activity at Directorate of Youth and Sports in Dakahlia Governorate

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Abstract

The researcher did this research with the aim of identifying the leisure time activities and their relationship with the occupational deviation behavior of workers in the sports activity at the Directorate of Youth and Sports, and the researcher used the descriptive approach, and the measure of leisure time activities and occupational deviation behavior was applied from the researcher's design to collect data, The study was applied to a sample of (640) workers in the sports activity for the basic experiment and (50) for the exploratory experience. The most important results were the perception and awareness of most workers of the concept and importance of leisure time, Physical activities are of interest to most workers, as the walking activity is at the forefront of the activities arrangement, the presence of a medium level of leisure time activities and the occupational deviation behaviors of the workers, and the presence of a correlation between leisure time activities and occupational deviation behaviors of workers.

Introduction and Research Problem:

The scientific and technological development that surpassed the various fields and human sciences led to the emergence of free time in the lives of persons and societies in a manner that calls for studying and studying its variables and the extent of their effects on the level of individuals and societies alike.

The study of free time, how to deal with it, and the activities practiced by persons are a major entry point for studying societies and a basis for judging them, as free time represents an important part of the total time system for a person, which imposes itself on other parts of time. Therefore, any society can reap many benefits and positive returns as a result of its members' exploitation of free time, but if it is limited to giving them the largest amount of free time without preparing or preparing for them the means and methods for their proper use, then it has enabled the factors of demolition and corruption to work to undermine it.

Mohammad Al Hamahmy and Aida Abdel Aziz (2006) indicate that free time and how it is used represent one of the important and urgent problems in the lives of individuals. Indeed, the challenge facing all contemporary societies has become how to invest free time and face the increasing demand for leisure time as well as study its various issues and problems resulting from lack His investment.

(23:17)

Sami Obeid (2015) points out that the problem that individuals suffer from is the problem of spending free time, as having ample time without using it leads to the practice of entertainment and tampering and sitting on cafes or streets and such a state of indifference and insensitivity towards this time may develop among some

individuals usually Neglect and may push them towards deviation and loss as well as developing negative habits such as laziness and indolence, or it may push them to get involved in some crimes and violence, as the emptiness makes its owner revolve around himself and he does not know what to do if he does not know how to spend the free time. (31: 395)

Thus, the problem of free time has become a problem that societies suffer in different situations and forms depending on their economic and social conditions and their degrees of development. Therefore, free time must be used and taken advantage of, as reducing it or neglecting and wasting it is a demolition factor for the person's personality as the misuse of leisure time negatively affects social relations between individuals And the groups surrounding them in the community, It also leads to misuse of leisure time to misuse community resources effectively and helps to spread negative habits and phenomena and the emergence of some behavioral deviations, whether in public life or personal or professional.

Occupational deviation is one of the important and thorny issues in any contemporary society, and most countries and societies have called for the seriousness of this problem and have put in place many regulations and laws in order to combat and eliminate it, as this problem affects the occurrence of many negative effects within most of society's institutions and its various sectors. (8: 2)

Difficulty behavior is not a modern phenomenon, but societies have suffered from it since ancient times and it cannot be denied or overlooked. It has spread in a striking way, as many daily and frequent scenes in the social life of individuals have been evidenced and have caught the attention of researchers because of their negative effects on community security and the waste of many resources And human and material energies.

Islam Mustafa (2018) indicates that job deviation behaviors may result in damage to public property represented in the use of work potentials other than the intended use and subjecting them to personal use, as well as harm to the mass sector of service users as these behaviors may negatively affect the public's confidence in the performance Government agencies and sectors, due to the low performance of these agencies as well as the high cost of the service provided to them. (15: 6).

This is what the studies of Hill, C (2019) (13), Tharwat Al-Khatib (2018) (34), Mohammad Abdul Latif (2015) (22), Liu, w (2009) (18) indicate the prevalence of some Manifestations of functional deviation and may be the intentional absence of workers, wasting of work time, misuse of the organization's assets, laziness and job neglect.

Thus, the research problem becomes clear and in view of the increasing degree of interest recently in job behavior and working to confront the

phenomenon of deviation behavior practiced by some employees in the performance of their work, understanding this problem and identifying its causes and addressing it is only in light of the changes and developments taking place in the contemporary world at the present time, Among the most important of these variables is the impact of leisure time and the activities that it carries that may be negative and not purposeful, which may plague many individuals and lead them to be affected by them and follow unacceptable and deviant behaviors such as neglect, inaction, misuse of available resources, wasting time and other aspects of deviant behavior It is not accepted in various sectors and institutions of society, especially sports.

Given that the passive use of free time in non-constructive and non-purposeful activities may open the way for the emergence of behaviors and practices among workers and employees in various state institutions, and given that the success of these institutions in achieving their goals and objectives depends directly on the quality of the human element in them and on the level of their competence, values and principles that It is distinguished by its correct behavior, And in view of the importance and vitality of sports services provided by the Directorate of Youth and Sports at the community level, as it serves a large sector of individuals and citizens, as well as taking care of this vital institution, it will improve the quality and quality of the services it provides to citizens and given that leisure time activities are practiced with internal motives and without forcing, And the quality of services provided to citizens, and given that leisure-time activities are practiced with internal motives and without compulsion, free time, if properly used in building activities, will be a cause of change in the lives of individuals and help them achieve social and employment performance and the associated roles and job responsibilities in a large way, which is reflected in the ability of The institution is to achieve its goals and objectives, While wasting free time and misusing it may cause some workers and employees a lot of problems and difficulties, which affects their personal lives and may push them to deviate and acquire some negative habits such as laziness, slackness, job negligence and wasted work time, Thus, it becomes clear the importance of studying this problem and the need to face it, which prompted the researcher to study leisure time activities and its relationship to deviant behavior among workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate.

Research purpose and questions:

The research aims to identify the relationship between leisure time activities and occupational deviation behaviors of workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate, by answering the following questions:

1. What is the level of leisure-time activities for workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate?
2. What is the level of occupational deviation behavior among workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate?
3. What is the correlation between leisure time activities and occupational deviation behavior of workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate?
4. What is the significance of the differences between leisure time activities and occupational deviation behaviors of workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate, which are attributed to (gender, qualification, years of experience)?

Search procedures:

The researcher used the descriptive method in the survey method due to its relevance to the nature of the research, as well as the statistical approach that is consistent with the treatment of his study data collected through the measure of leisure time activities and the measure of functional deviation behaviors.

Research Community and Sample:

The research community is represented by workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate. The researcher selected the research sample randomly, and it consisted of (640) workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate for the field study and (50) for the pilot study of workers in the sports activity in the Directorate of Youth and Sports in Dakahlia Governorate and outside the field study. Appendix (1).

Data collection tools:

1. Basic Data" form for the research sample. Appendix (2).
2. The scale of leisure time activities scale consists of (75) singles distributed over (5) dimensions - prepared by the researcher Appendix (5).
3. The behavioral deviation behavior scale consists of (55) items distributed on (6) dimensions - prepared by the researcher Appendix (6).
4. To identify the relationship between leisure time activities and occupational deviation behavior of workers in sports activity in the Youth and Sports Directorate in Dakahlia Governorate.

Steps to design a measure of leisure time activities and a measure of functional deviation behaviors of workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate:

Through theoretical readings, reference studies, and opinion polls of (11) experts in recreation and psychology, the researcher prepared a measure of leisure time activities and the scale contained (5) dimensions, which are: the concept of

leisure time activities, the status of leisure time activities, the importance of time activities Leisure, leisure time activities, places to spend free time activities. And the measure of occupational deviation behaviors included (6) dimensions, which are: (negligence and negligence at work, abuse of co-workers, exploitation of work potentials, disclosure of work secrets, abstention from performing work, abusive exploitation of the job). Appendix (3). Appendix (4).

The initial picture of the proposed scale was presented to the experts to ensure that the dimensions are appropriate, and (5) dimensions of the leisure time activities scale, were reached.

In light of the approval of the experts on the dimensions of the leisure time activities scale consisting of (96) singularities and on the vocabulary belonging to each dimension after excluding them for (2) items in the first dimension, (3) items in the second dimension, and (3) items in the third dimension, And the number (5) singular in the fourth dimension, and the number (1) singular in the fifth dimension, due to the failure of those vocabulary to obtain (75%) of the opinions of the experts and thus the scale consists of (82) singular The validation of internal consistency was performed, so a number (7) singles were deleted from the scale, and they are (1) singular in the second dimension, (2) singular in the third dimension, and (2) singular in the fourth dimension, and (2) singular in the fifth dimension. Thus, the number of the scale vocabulary in its final form has become (75) items distributed on (5) dimensions and the illusion of the concept of leisure time activities (11), the status of leisure time activities (11), the importance of leisure time activities (18), leisure activities (26), Places to spend leisure activities (10), Appendix (5).

In light of the experts 'agreement on the dimensions of the behavioral deviation scale consisting of (68) singularities and on the vocabulary belonging to each dimension after excluding (2) items in the first dimension, and the number (1) singular In the second dimension, and (1) singular in the third dimension, and (1) singular in the fifth dimension, and (3) singular in the sixth dimension, due to the lack of those terms obtaining (75%) of the opinions of experts, and thus the scale consists of (60) Single The validation of internal consistency was performed, so a number (5) singles were deleted from the scale, and they are (1) singular in the first dimension, (2) singular in the second dimension, and (1) singular in the fourth dimension, and (1) singular in the sixth dimension, thus The number of the scale vocabulary in its final form (55) is divided into (6) dimensions, the illusion of negligence and negligence at work (11), abuse of work colleagues (10), exploitation of work potentials (8), disclosure of work secrets (8), abstention from performing Work (9), Abuse of Job (9), Appendix (6).

A score was determined for each dimension separately, and the overall score

was determined according to a triple scale (yes = 3 scores - to some extent = 2 degrees - no = 1 degree), and then the total score for the scale was calculated.

The scientific parameters of the leisure-time activities scale and the functional deviation behavior scale were found for workers in the sports activity in the Directorate of Youth and Sports in Dakahlia Governorate.

Validity test of the leisure-time activities scale and the functional deviation behavior scale for workers in the sports activity in the Directorate of Youth and Sports in Dakahlia Governorate:

To verify the appropriateness of the vocabulary of the leisure-time activities scale and the occupational deviation behavior scale of workers in the sports activity in the Directorate of Youth and Sports in the Dakahlia Governorate, the researcher applied the two scales to an pilot study of (50) workers in the sports activity in the youth and sports directorates from within the community and outside the research sample during the period From (9/26/2020 to 4/10/2020).

The researcher used the validity of the intrinsic consistent to calculate the validity of the vocabulary and dimensions of the leisure time activities and the measure of the behavioral deviation behavior of the workers in the sports activity in the Directorate of Youth and Sports in the Dakahlia Governorate. By finding the person's simple correlation coefficient between the vocabulary belonging to each dimension by finding the correlation coefficient between each item and the total degree of the dimension, as well as between the total degree of each dimension and the total scores of the scale. Appendix (7), Appendix (9).

The Reliability of the scale of leisure time activities and occupational deviation behavior among workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate.

The reliability of the leisure-time activities scale ranges from (0.77 - 0.81), while the values of the scale and behavior of the functional deviation scale range from (0.76 - 0.84), which indicates the reliability of the two scales. Appendix (8), Appendix (10).

Field study:

After reassurance of Validity and reliability, the researcher applied the leisure-time activities scale and the occupational deviation behavior scale of workers in the sports activity in the Youth and Sports Directorate in Dakahlia Governorate on the Field study sample of (640) workers in sports activity in the Youth and Sports Directorate in Dakahlia Governorate, during the period from (10 /10/2020 AD) to 11/30/2020 AD, and after completing the application of the two scales, the data were unloaded in preparation for the appropriate statistical treatments.

Presenting and discussing the results:**What is the level of leisure time activities for workers in sports activity in the - Directorate of Youth and Sports in Dakahlia Governorate?**

From table (5),(6),(7), that the weights of the leisure-time activities questionnaire for workers in sports activity ranged from (71.82%) to (84.00%) with a high to medium level of appreciation, and the weight of the scale as a whole reached (76.44%) at an average level. This may be due to the awareness and understanding of most workers of the value of free time in the clarity of its meaning and its appreciation, as leisure time activities contribute to satisfying the various needs of workers, especially those that cannot be satisfied through work, in addition to the feeling of most workers of the importance of free time and considering it as an outlet and a way to get rid of burdens And the problems of work and daily life, and thus the feeling of an improvement in the spiritual and psychological state, and a feeling of a life full of joy and contentment. Appendix (11).

Mohammad Al Hamahmy and Aida Abdel Aziz (2006) indicate that leisure time is an activity that is practiced away from the compulsory activities related to work or family, and that leisure time is the time that is provided for rest and contemplation, and through which the individual practices activities that include many experiences and values and is expected to feel satisfied with life (23:23)

This is in agreement with the study of Chien M (2018) (4), Cindyl H, Denisem A (2017) (5), Fatiha Hammady (2016) (9), Dunlop P (2006) (7), regarding individuals' interest in leisure time and exercise. His various activities to ensure the importance of this time and its value in achieving goals and purposes related to physical health, personal achievement and enjoying life.

Frequency, percentages, weights, and level of preferred activities Appendix (12) . Frequency, percentages, weights and level of places to spend free time activities Appendix (13)

What is the level of occupational deviation behavior among workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate ?

From table (8), that the weighted percentages of the Occupational Deviation Behavior Scale for Personnel in Sports Activity ranged from (73.11%) to (77.76%) with a high to medium level of appreciation, and the weighting ratio for the scale as a whole reached (74.67%) at a medium level, This may be due to the fact that free time, and if it is not properly exploited and used well, then it is a destructive and destructive factor for the person's personality and it may be a time during which he commits many undesirable behaviors and deviations that harm the individual but also society, In addition to the spread of some manifestations of evasion of responsibility among some workers and the spread of some negative

values or habits within the administrative apparatus, as well as the decline in the level of loyalty and sincerity of some in the performance of their work as a result of feeling frustrated, loss of cooperation and their sense of poor distribution of work and the burdens assigned to it, in addition to the abandonment of many workers Those with expertise and competence work in the governmental and administrative apparatus with the purpose of working in other institutions to obtain better benefits and privileges, and consequently, there may be a decline in the level of performance and delay in the completion of administrative work and the performance of services to citizens or the beneficiary public. Appendix (14).

This is in agreement with the study of Tharwa Al-Khatib (2018) (34), Cindyl H, Denisem A (2017) (5), Dina Hassan (2016) (6), Fatiha Hammadi (2016) (9), Osama Mahmoud (2010) (29), Liu, w (2009) (18), Palen L (2008) (30), which indicated the existence of a set of conditions and factors limiting the deviation of the individual and that the mental image of the government employee is negative and in the light of which the individual's career behavior is formed and that leisure time It creates the appropriate climate for deviation through harmful activities of individuals.

What is the correlation between leisure time activities and occupational deviation behaviors of workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate?

From table (9), that there is a statistically significant inverse correlation between positive leisure-time activities and occupational deviation behavior of workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate, meaning that the more positive leisure-time activities practiced, the less employee deviation behaviors decreased, This may be due to the fact that individuals' use of leisure time and investing it in the practice of meaningful activities helps greatly in creating opportunities for them to improve personality, intellect and conscience, and thus achieve comprehensive and integrated development in terms of social, psychological and physical aspects, The practice of constructive leisure-time activities also allows a great deal of experiences and skills that enrich human life and add dimensions of joy and optimism, In addition to that positive leisure-time activities help to inculcate many desirable educational, moral and social values in the hearts of workers, and even help them greatly to familiarize them with all duties and employment rights and works to entrench the meanings of equality and organizational justice and assume responsibility within them, which leads to building the human being fully and form A healthy personality with a sense of good citizenship that is beneficial to herself and society. Appendix (15).

Mohammad Al Hamahmy and Aida Abdel Aziz (2006) indicate that leisure

time is seen as a time to acquire personal and social values, as well as a time for recreation and the acquisition of skills, experiences and knowledge through which the human personality can be developed from its various angles (23:20).

This is in agreement with Chien M (2018) (4), Cindyl H, Denisem A (2018) (5), Abdo Ibrahim (2017) (1), Fatiha Hammady (2016) (9), on the importance of recreational activities for individuals. And that most leisure-time activities have an impact on job participation, she recommends that individuals should be instructed to develop personal identity when addressing perceptions of leisure.

There is also a direct correlation between negative leisure time activities and occupational deviation behavior of workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate, as the calculated value of "R" is greater than its tabular value at a significant level (0.05).

That is, the more negative leisure-time activities are practiced, the more workers have deviant behaviors, and this may be due to the fact that wasting leisure time or its misuse of it in negative, non-purposeful activities may cause many workers to have many problems and difficulties, which may affect personal life and transform the gains of this. Time turns it into a loss, and it may push him to feel despair, frustration, and a sense of the meaning, value and satisfaction of life, Therefore, the consumption of free time and its waste in activities that are not beneficial and harmful, thus it is a destructive factor for the human personality and the level of psychological, social and physical health.

Kamal Darwish and Mohammad Al Hamahmy (2004) indicate that if free time is not used properly, as well as work on good planning for ways and forms of investment, then this time may turn into a time when crimes may occur or during which some undesirable behaviors, deviations and actions that harm the life of Both the individual and the community (16:26).

This is in agreement with the study Mun C (2018) (27), Abdo Ibrahim (2017) (1), Fatiha Hammady (2016) (9), Osama Mahmoud (2010) (29), Liu, w (2009) (18) Palen L (2008) (30), in the presence of a correlation between the amount of leisure time and the practice of deviant behaviors as well as the association between negative leisure time and undesirable actions, and recommended the necessity of spreading cultural awareness among individuals of the importance of a good and effective investment of leisure time as the consumption of time has an effect on Deviant employee behavior.

What is the significance of the differences between leisure-time activities and occupational deviation behavior of workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate, which are attributable to (gender,).

It is clear from table (10) that there are differences in leisure time activities

among workers in sports activity in the Youth and Sports Directorate in Dakahlia Governorate (males - females) in favor of males in all axis and the total degree of the scale and in favor of females in the concept and activities of leisure time, as the value of "T" The calculated value is greater than its tabular value at the 0.05 significant level. There are differences in occupational deviation behaviors among workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate (males - females) in favor of males in (negligence and negligence in work - abstaining from performing work - abuse of the job - the total degree of the scale), as the value of "T" The calculated value is greater than its tabular value at the 0.05 significant level, This may be due to the fact that many male workers enjoy an increase in the free time available to them more than females, as females may be preoccupied with burdens, household and family work after the completion of the functional work, and therefore the leisure time of females may be somewhat limited compared to males, in addition Many males need constant movement and start to spend their leisure time and practice favorite activities, whether inside or outside the home. Appendix (16).

This is in agreement with the study of Abdo Ibrahim (2017) (1), Palen L (2008) (30), and Dunlop P (2006) (7), in the presence of statistically significant differences in terms of gender (males, females) and in favor of males. This is what differs with the study of Fatiha Hammady (2016) (9), where there are no differences in terms of gender (males, females).

What is the significance of the differences between leisure-time activities and occupational deviation behavior of workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate, which are attributable to (qualification,)?

Table (11) shows that there are differences in leisure time activities and occupational deviation behavior among workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate, which are attributed to (qualification), as the calculated value of "q" is greater than its tabular value at a significant level of (0.05). Appendix (17).

The lowest value of a significant difference in leisure-time activities and professional deviation among workers in sports activities in the Youth and Sports Directorate in Dakahlia Governorate is attributed to (qualification)

It is clear from table (12) that there are differences in leisure time activities among workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate, which are attributed to (qualification), in favor of holders of a PhD in (concept of leisure time activities - preferred activities - total degree). There are differences in behavioral deviation among workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate, which are attributed

to (qualification), in favor of holders of an intermediate qualification in (exploitation of work potential - disclosure of work secrets - abuse of the job - total degree). Appendix (18).

This may be due to the extent of awareness, recreational and cognitive culture enjoyed by highly qualified workers who hold a PhD and who have a tremendous amount of knowledge and cultural richness in many fields as well as their enjoyment of many experiences and skills that help them spend their leisure time well that gives them the ability to fulfill their desires. And their interests and recreational interests.

This is in agreement with the study of Chien M (2018) (4) and Dunlop P (2006) (7), in the presence of statistically significant differences between individuals according to the qualification and in favor of the higher qualification.

The significance of the differences in leisure time activities and occupational deviation behavior of workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate, which are attributed to (years of experience)?

It is clear from table (13) that there are differences in leisure time activities and occupational deviation behavior among workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate, which are attributed to (years of experience), as the calculated value of "q" is greater than its tabular value at a significant level of (0.05). Appendix (19).

The least significant difference in leisure-time activities and occupational deviation behavior among workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate, which is attributed to (years of experience)

It is clear from table (14) that there are differences in leisure time activities among workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate, which are attributed to (years of experience), in favor of those with the number of years of experience: 10 years or more "in (the concept of leisure time activities - status Free time activities - the importance of free time activities - overall score), There are differences in the behavior of job deviation among workers in sports activity in the Directorate of Youth and Sports in Dakahlia Governorate, which are attributed to (years of experience), in favor of those who have the number of years of experience: 10 years or more "in (neglect and default at work - exploitation of work potential - bad exploitation of the job - full degree of scale). This may be due to the presence of most of the workers who have experience in supervisory positions in the workplace, and some of them assumed the responsibility of managing one of the departments, which may give some of them freedom at work. Appendix (20).

This is in agreement with the study of Hill C (2019) (13), tharwa al-Khatib (2018) (34), Mohammad Abd al-Latif (2015) (22), Osama Mahmoud (2010) (29), Liu, w (2009) (18), In the presence of statistically significant differences for workers and in favor of more years of experience.

Research conclusion:

Based on the results of this research and in light of the method used and within the limits of the sample and data collection tools, the researcher reached the following conclusions:

1. The awareness and understanding of most of the workers in the sports activity of the Youth and Sports Directorate of the concept and importance of leisure time through the practice of its various activities.
2. The walking activity is of interest to most of the practitioners, as it came at the forefront of arranging leisure-time activities that accept the workers in the sporting activity to practice it.
3. Most of the workers agree on places to practice leisure time activities, and the house comes at the top of the arrangement for places of practice.
4. There is a statistically significant inverse correlation between positive leisure time activities and occupational deviation behaviors of workers, meaning that the more positive leisure time activities practiced, the less job deviation behaviors decreased.
5. There is a direct correlation between negative leisure-time activities and job deviation behaviors, meaning that the more negative leisure-time activities practiced, the more workers had job deviation behaviors.
6. The existence of statistically significant differences in leisure time activities among workers in sports activity due to the gender variable (male - female) in favor of males and the presence of differences in job deviation behaviors in favor of males in the axes (negligence and negligence at work - abstaining from performing work - abuse of the job).
7. The existence of statistically significant differences in the behavior of job deviation among workers, which are attributed to the qualification variable and in favor of holders of an intermediate qualification in (exploitation of work potentials - disclosure of work secrets - bad exploitation of the job), the existence of differences in leisure time activities in favor of holders of a PhD in (concept Free time activities - favorite activities).

Research recommendations:

1. The need for the Ministry of Youth and Sports to focus on planning programs and organized competitions to fill free time for employees of the administrative apparatus, through:
 - Motivating employees to participate in recreational activities during

- vacations and vacations.
- Increasing support to provide the necessary facilities and facilities to attract individuals for recreational participation.
 - Defining clear goals for the entertainment programs and competitions and following up on achieving these goals.
 - Establishing recreational centers in all cities of the governorate and providing them with support in providing their recreational services.
2. The need to pay attention to the establishment of an administrative unit that will be responsible for:
- Monitoring employee performance on an ongoing basis to ensure they are engaging in the correct work environment behaviors.
 - Holding intensive training courses to raise awareness of the danger of practicing deviant behaviors in all its dimensions and highlighting the negative effects that result from their practice.
 - Conducting studies that delve into field and administrative problems in various departments and divisions and designing training programs in light of their results.
 - To print a guide and brochures on the ethics of the public office, to be distributed to workers, and to hold periodic meetings to discuss them.
3. The need to work on developing the legislative vision through
- Speeding up the review of some laws and regulations, which may have many gaps and are improperly exploited.
 - Preparing an organizational and ethical charter and a supportive culture for employees of the administrative apparatus to reduce some manifestations of functional deviation.
 - Emphasis on increasing self and external control over workers by developing and updating work procedures and methods.
 - The participation of workers in preparing a penal list that addresses all common manifestations of deviation.
4. The necessity to provide workers with recreational culture and work to form their concepts and trends towards leisure time, through
- Printing periodicals and books to emphasize the value of free time and how to effectively invest it among workers.
 - The interest of the mass media to advertise and advertise recreational activities and places of practice.
 - Continuous organization of competitions and entertainment festivals, and providing appropriate material incentives to participants.

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