

Administrative empowerment and its relationship to job engagement among sports specialists at Benha university

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Summary

The research aims to identify the relationship between administrative empowerment and job engagement for sports specialists at Benha University. In the procedures of this research, the researcher followed the descriptive analytical approach using the survey method due to its suitability to the nature of the research. The research sample was randomly chosen and numbered (95) sports specialists at Benha University. The sample amounted to The survey included (20) sports specialists, and the basic sample numbered (57) sports specialists. The most important results are the following :

- **First: Conclusions regarding the relationship between administrative empowerment and job engagement for sports specialists at Benha University** , where there is a strong positive correlation between administrative empowerment and job engagement among sports specialists at Benha University .
- **Second: Conclusions regarding the extent of application of administrative empowerment among sports specialists at Benha University** , where there are statistically significant differences for the effective delegation axis among the research sample in the three responses in the direction of yes, as it allows sports specialists to participate in making administrative decisions .
- There are no statistically significant differences in statement No. (8) in the effective delegation axis.
- There are statistically significant differences for the direct communication axis between the research sample in the three responses in the direction of yes, as the information available and transmitted through communication channels helps sports specialists know their roles.
- There are statistically significant differences for the work team axis between the research sample in the three responses in the yes direction, as it helps sports specialists commit to their work tasks within the work team, cooperate among themselves and with their direct superiors, and work in the spirit of one team.
- There are statistically significant differences for the motivation axis between the research sample in the three responses in the yes direction, as the administration has confidence in their abilities to carry out the tasks assigned to them, and encourages and supports them with fairness in the available incentive system.
- **Third: Conclusions regarding the reality of job engagement among sports specialists at Benha University** , where there are statistically significant differences for the vitality axis between the research sample in the three

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responses in the direction of yes, where sports specialists feel active and strong at work and happy when going to work .

- There are no statistically significant differences in statement No. (3) on the vitality axis by not having the ability to continue working for long hours .
- There are statistically significant differences for the dedication axis between the research sample in the three responses in the yes direction, as the job helps them show their energy, feel the meaning and purpose behind their work, and feel proud of their work .
- There are no statistically significant differences in statement No. (2) on the dedication axis that the job is not a source of motivation and inspiration for them
- There are statistically significant differences for the preoccupation axis between the research sample in the three responses in the yes direction, as they do not care about anything other than their work, lack of feeling of time, and increased focus on work .
- There are no statistically significant differences in statement No. (2, 3) on the exhaustion axis .

Introduction and research problem:

He lives the world now phase fickle all of which Changes in all aspects life And I moved In society from development to development And Basim It is squeeze all phase it's called out Industry to squeeze out technology Knowledge or what he is called With "era ." Informatics to not that from Labels And this the changes or Transitions I left Its effects on Different Species Institutions ons Governmental And instituti Business on all Its levels whether Local or Regional or until On the level (١٤٧ :١١)International.

Modern management aims to organize work and achieve team spirit. It has become an inevitable necessity for organizing institutional teamwork, performance through cooperation and coordination between its functions. The success of institutions depends on the extent to which the foundations and principles

of management are used at all levels. (٣٠ :١٧)

In the late twentieth century, great the concept of interest appeared in administrative empowerment because it raises the human element through the role in which the individual contributes to the organization. It has gained wide importance as it is concerned with giving workers powers and tivating them to responsibilities and mo making and -participate in decision breaking administrative deadlock in a way that makes interest in the principle of employee empowerment An essential element for the success of (٧ :٢)organizations.

And management in general And University Especially not management Aloof on This is amazing the changes that to speak in Communities And also Lost Locate Administrators Properties Administrative Necessary For this Communities Which Of which Commitment Self And quality And istrative And trust And mastery Admin

this all of them Intransitive To prepare Leadership cadres For missions Necessary To plan Programs Development And its implementation. (٢:٥٥)

explains (٢٠١٢ **Moad Masoud** (that administrative empowerment is the oader process of giving individuals br authority to exercise control and bear personal responsibility for developing the way they perform their work by delegating authority to make decisions (٣٢:٢٥)at the lower level.

It is also to encourage employees to them make appropriate decisions, give the freedom and confidence to perform the tasks assigned to them without direct interference from management, and motivate them to participate in making and measure their -decision performance according to clear goals, the which makes them responsible for outputs in one way or another out of their participation in the vision and leadership, thus improving performance and their connection to (٢٩:١)their job.

It is considered Enable staff he Hooray that hesitate Recently ! in area development Kr -F The Administrative after Transformation interest completely from model organized control And orders to what he is called now And from possible organization this Context He comes entrance Enable staff Dhu Link big directions Development prevalent and relevant With development the side Humanitarian inside the organization So empowerment staff Prepare from Topics That stood out on Arena And she found it Popular Big from side the theory and applied And it is

distinguished sthi Entrance With a new philosophy Its texture unless He is concentration the boss on Organizations inside Enterprise But on staff in The place (٦:٤١)The first

Administrative empowerment depends on the conviction of administrative ir responsibilities leaders to delegate the and authorities to workers, which helps increase production, helps adapt to change, resists pressure, and reduces conflicts, and gives workers an opportunity not to avoid responsibility. This leads to creativity and ndividual, development at the i organization, and community levels, and this helps build greater strength. Which gives employees more :١٠)motivation to engage with the job. (١٠٢

And empowerment in the field The athlete He means with it make staff in the field The athlete re ableWe a on Setting goals Private With their work And ability on take decision the And knowledge Roads Scientific to solve the problems the field in The athlete And that in Domain Their responsibility (٣:٢)And their powers.

Many organizations began to pay attention to human resources as an independent specialty at the beginning of the current century, based on the fact that employees are the basis and essence of the success of institutions .and the achievement of their goals (٣٣:٢)

ortant It is one of the most imp components of the organization, if not the most important. The organization cannot be managed without the presence of the human element in it, as it operates the rest of the resources in

the organization, and management strive to must pay attention to it and get the maximum benefit from it and to continue investment in the (٢٦:٤)organization.

They are the most valuable assets in the organization, and employees are a repository of skills and abilities that cannot be imitated by competitors, chnologies and products. unlike te Hence, the process of administrative empowerment began to be adopted as a means of raising the degree of confidence of employees in the organization because of its impact and effective impact on improving attachment performance and increasing to the job and the organization. . (١٨:٦١)

Job engagement is a unique and important concept of motivation, which is the employee harnessing his full physical, cognitive and emotional energy to perform his role at work. (٦٢٣ :٤١)

is a state with positive Job engagement results generated by individuals working in the organization in terms of their close association with it, which enhances their morale in that they are considered an integral part of the organization, and thus achieve the oth the organization as a goals of b whole and the individual at the same time. The organization must take into account the connection Employees are committed to their jobs because of its impact on achieving the best performance of the organization, which ieves its competitive in turn ach advantage. The management of organizations has realized that in order to maintain their competitiveness and

survival, it is necessary to make employees related to their work. (٤٩:٦٣)

And he knew **Daniel.R** ٢٠٠٤ e is Correlation Career That h relationship Positive between Employee And his organization , So eat Both parties on Knowledgeable Needs Party The other , And supports (٣٩:٣٢) . all who are they The other

And he mentions **Wilmar and Bakker** that correlation Career he ٢٠٠٤ om Positivity And condition fr motivation Continuous I have employees, And it is distinguished With characteristics she Vitality And sincerity And immersion Employee in the vitality and he knew ‘ His work That she is degree High from energy o invest flexibility, And get ready T Effort in Work and stability in Confrontation Odds that may be He faces her Employee in At work, he defined loyalty as strong participation in work, enthusiasm, and a sense of pride and inspiration in it. He stated that immersion in work is the ployee’s absorption in one work, em and time passes quickly without the employee being able to separate his thoughts from this work and what he does with it, even after his work time (٥١:٢٩٩)ends and he goes home.

He explains **Michael West** AD ٢٠١٢ Career on that it Scale Correlation How to communication employees in Company with Some of them Some inside the organization And their feelings With commitment For the organization And with investigation Its goals and employees With Link High With in Their works they feel enthusiasm And happiness With their

work And their role in organization, they believe that the time It goes on Soon when They are in Work, they devote an effort additional To perform Their works, and They adopt Their (١٢٥ :٤٤)tasks .

ink Career high So when He is L The that Means performance high where that it And without desire High in the performance no maybe a guarantee level high from the performance The matter that Makes from the necessary For the manager Understand How incentivize His es in which maybe Extract subordinat better what Including from Energies And their talents that Turn Means effectiveness And quality the job And low Rates Rotation And absence And (٢٠ :١٣)being late on the job .

According to the previous presentation, he lost omehad bec Administrative empowerment essence Job connection For a verse organized from Organizations Administrative With what It has the field The athlete ‘ And collects Scholars Administration on that Organizations Contemporary Live Circumstances Variable and Than ‘ omplexc Makes Her need to The relationship of its employees with it need Urgent, then should on Managers Whose They take over Organization management Administrative Contemporary that Be careful on development And development Capabilities Employees d empowering them administratively an because they are linked to their job to contribute in Problem Solving And share in take Decisions And generation Ideas New And work In spirit the team The distinguished one And the serious

one and ‘Reaching the job connection through the researcher’s participation in student activities at the university and dealing with sports specialists, which necessitated the researcher to conduct these the study To determine Bezel The relationship between administrative empowerment job By connection I have Specialists Athletes At the university . Build it

:research importance

emanatesImportance the study from Vitality the topic that It deals with finding the relationship between job administrative empowerment and engagement I have Specialists Athletes At the university Banha Where this provide information Useful in helps to highlights ‘The field of management The reality of job engagement with the presence of effective leadership that plays a vital role in strengthening job engagement between employees and the organization by carrying out its ifying assigned responsibilities in clar the organization’s goals and vision in a more transparent manner. Providing the necessary support and assistance to employees to accomplish their tasks and achieve set goals In addition to development opportunities and Professional support for employees managing relationships between employees in an effective and motivating manner , and this is called administrative empowerment.

Research objective

determine the to **This research aims** nature of the relationship between ob administrative empowerment and j engagement among sports specialists at Benha University through the :following

1. Identifying the extent of applying administrative empowerment sports specialists at Benha among . University
2. Identifying the reality of job s at sports specialist engagement among .Benha University
3. The relationship between and job administrative empowerment sports specialists at engagement among .Benha University

:Research questions

1. To what extent is administrative sports empowerment applied among ؟ yspecialists at Benha Universit
2. What is the reality of job sports specialists at engagement among ؟ Benha University
3. What is the relationship between and job administrative empowerment sports specialists at engagement among ؟Benha University

:Search terms

- **: Administrative empowerment** granted employees Power And It is freedom And information To make (٤٥:٩)decisions And share in Take it.

- It is a state **:Job engagement** with positive results generated by individuals working in the organization in terms of their close association with which enhances their morale in that ،it they are considered an integral part of the organization, and thus achieve the goals of the organization and its (١٣:٢٥).employees at the same time

• :Reference studies

: First: Arabic reference studies

1. (٢٠١٥)n Rola Al Dama study Titled Effect application (١٤) Empowerment Career on to improve

performance Workers, study Applied on Supervisors administration Education And I targeted the where ،education Asir To get to know on Effect study Empowerment Career on to improve formance Supervisors per administration Education And education With juice ، and I was baptized the study on Curriculum Descriptive Analytical, and it is Community the study from all Supervisors Managed by Education And education It's difficult They and it was completed ، (٢٠٠) numbered supervisor To (١٨٢)Application On measure Effect Empowerment Career on improve the performance They **and I reached out the study to** ،have Existence impact Dhu indication Statistic For dimensions Empowerment ence And Functional (independ freedom Act Share in the information, to support Administration) on to improve performance Employees, presence impact Dhu indication Statistic To the point to improve the performance As a whole from during . degree Empowerment Career

2. Saud, Najla Ashwaq study Job entitled (٤) (٢٠٢١) Ibrahim empowerment and its impact on job engagement Female employees Female administrators in Ministries ، Governmental In an area Riyadh identify on **where the study aims to** level Empowerment Career I have ees Female Female employ administrators in Ministries Governmental In an area Riyadh, And level Link Career from Destination consideration Female employees Female administrators In it, I was

baptized the study on Curriculum) Survey Descriptive On a sample of e Female employees Female peopl (٣٩٢ administrators And I arrived the study after analysis Questionnaires to Many from Results The most important of which is : availability level middle from Empowerment career, where Working Female employees Bruges the ry In a way Big, as well team in Minist Practice to delegate Authority in Ministry To a degree Medium, it showed results the study That Individuals the sample They have Engagement big With their job as it turns out that Empowerment Career As) a whole Especially Dimensions development professional, And work In spirit the team, And independence And freedom act, And share in to make Decisions And draw Policies effect By on Link career, And it turns (%٧٦,٢) out That after Development Professional for him Impact the biggest n Link Career I have Female o employees Female administrators in Ministry Next after the job In spirit the team, then Independence And freedom act, Next after Share in to make Decisions And draw policies, unless that after me to have the information gation Authority did not They And dele .affect on Link Career

: Second: Foreign reference studies

3. study Mehrdad et. Al ٢٠١٣ Relationship entitled (٤٣)AD between Enable staff with the satisfaction Career in Bank Jilin, to Identify where you aim the study nship between Enable staff on Relatio And contentment career, And use researcher Curriculum Descriptive , It

of (٣٠٢)included a sample search On Employees Bank Two generations, And use researcher Questionnaire As a tool To study and collect data, I found o Existence relationship the study t between Enable staff Dimensions of access to the information, System rewards, Efficiency and satisfaction . Career

• : Search procedures

: First: Research methodology

The researcher used the descriptive s method (survey study) as it wa suitable for achieving the research .objective

Second: The research population : and sample

1- The : Research community research community is represented by sports specialists at Benha University sports (٩٥)numbering and its colleges .specialists

2- arch sample The rese

- The :Survey sample exploratory research sample was chosen randomly from within the research community and outside the .(٢٠)main sample of the research Sports specialist

- The :Primary sample researcher applied the research tool to le of sports specialists a random samp at Benha University , after excluding members of the exploratory sample, and thus the basic sample for the from the (٧٧)research became (١)population of the research. Table shows a description of the research .epopulation and sampl

Table (1)
Description of the individuals of the basic and exploratory research sample

Total	Basic sample	Exploratory sample	research community	Statement	M
٧٧	٥٧	٢٠	٩٥	the number	١
%٨١,٥	%٦٠,٠٠	%٢١,٠٥	%١٠٠	%	٢

Table (2)
Statistical description of the sample search in variables
“Administrative Empowerment”
University “n=٥٧”

Torsion coefficient	Mediator	standard deviation	SMA	Dimensions
٠,٠٦٣٠٩٧٥	٢٣	٥,٢٣	٢٣,١١	Effective delegation
٠,٢٢٩٢٦٨٣	٢٤	٦,١٥	٢٤,٤٧	direct connection
٠,٢٥٨٠٦٥-	٢٢	٤,٦٥	٢١,٦	work team
٠,١٠٩٢٢٣-	٢٢	٤,١٢	٢١,٨٥	Stimulus
٠,٠٠٤٤٦٦٥	٩١	٢٠,١٥	٩١,٠٣	the total

the mean, standard deviation, median, and skewness coefficient, where the results of the variables of the research sample in under study were limited to between

which indicates a normal distribution for the research sample under study in the variables of administrative empowerment

Table (3)
Statistical description of the sample search in variables
“The job connection”
of sports specialists at Benha University” n=57

Torsion coefficient	Mediator	standard deviation	SMA	Dimensions
٠,٧٠٨٦٦١٤	١١	٢,٥٤	١١,٦	Vitality
٠,٢٨٤٣٦-	١٢	٢,١١	١١,٨	Dedication
٠,٥٤٠٨١٦٣	١١	٢,٩٤	١١,٥٣	Preoccupation
٠,٣٦٧٥٨٨٩	٣٤	٧,٥٩	٤٣,٩٣	talthe to

the mean, standard deviation, median, and skewness coefficient, where the results of the research sample in the variables under study were limited to between which indicates a normal

distribution for the research sample under study in the functional correlation variables

Third: Data collection : tools

The researcher collected data after reviewing many previous studies,

specialized references, and personal questionnaire interviews to build a questionnaire form as a means of collecting data and information in the research after ensuring its validity and reliability

- Administrative empowerment questionnaire For sports specialists at prepared by the Benha University , “ researcher”
- Job engagement empowerment questionnaire

Formulating the questionnaire - statements

The researcher formulated the questionnaire phrases in light of the special theoretical understanding and analysis of each axis. The researcher used some standards and criteria “ questionnaires for empowerment” for previous research, where some phrases were obtained from them and their wording was modified to suit the research sample , and the questionnaire was prepared in light of the previous steps, Where it was set up The phrases were formulated under each axis according to its nature. The initial form of the

administrative empowerment questionnaire consisted of 4 phrases. Attached (4) researcher used a job engagement questionnaire consisting of 4 phrases. Attachment (1) of an :Expert opinion poll - 2

The researcher presented the questionnaire The research is being conducted by the (faculty of the faculties of physical education, attached (y of the suitability of the logical validity proposed statements to the objectives of the research , the suitability and appropriateness of the wording of the proposed topics and phrases, and the extent to which it is possible to delete, modify or add topics and phrases. Then the researcher A determined the percentage through an expert opinion poll The percentage of experts’ agreement on the axes , as was carried (Y) shown in Table No. out by the researcher in the period AD) to (2023/1/1 from (Monday (AD 2023/1/1 Monday

Percentage of experts’ agreement on axes Administrative (4 Table (Empowerment Questionnaire L L A Sports specialists at Benha University, n=

percentage	Repetition	the hub	M
%100	0	Effective delegation	1
%100	0	direct connection	2
%100	0	teamwork	3
%100	0	Stimulus	4

the (4 It is clear from Table (frequency of agreement on axes The questionnaire was the percentage of approval from the experts, which was (based on the results of the (% 100

expert opinion survey form . The as satisfied with this researcher with percentage of agreement on the axes . Questionnaire

" Percentage of agreement among experts on statements poll (°Table (Empowerment Administrative For specialists Athletes At the university ° = n "ahnaB"

fourth Axis			The third axis			nd axisThe seco			The first axis		
%	Repetition	M	%	Repetition	M	%	Repetition	M	%	Repetition	M
%١٠٠	٥	١	%٥٠	٢	١	%١٠٠	٥	١	%١٠٠	٥	١
%١٠٠	٥	٢	%١٠٠	٥	٢	%١٠٠	٥	٢	%٥٠	٢	٢
%٨٠	٤	٣	%١٠٠	٥	٣	%١٠٠	٥	٣	%١٠٠	٥	٣
%١٠٠	٥	٤	%١٠٠	٥	٤	%١٠٠	٥	٤	%٨٠	٤	٤
%٨٠	٤	٥	%١٠٠	٥	٥	%١٠٠	٥	٥	%٢٠	١	٥
%١٠٠	٥	٦	%١٠٠	٥	٦	%١٠٠	٥	٦	%١٠٠	٥	٦
%٦٠	٣	٧	%٨٠	٤	٧	%٨٠	٤	٧	%١٠٠	٥	٧
%١٠٠	٥	٨	%٨٠	٤	٨	%٥٠	٢	٨	%٨٠	٤	٨
%١٠٠	٥	٩	%٦٠	٣	٩	%٥٠	٢	٩	%١٠٠	٥	٩
			%٦٠	٣	١٠	%١٠٠	٥	١٠	%١٠٠	٥	١٠
			%٢٠	١	١١	%١٠٠	٥	١١	%٥٠	٢	١١
									%٦٠	٣	١٢

the frequency of approval of the questionnaire statements and the relative weight of approval from the experts, which ranged between (through the results of (% ١٠٠ :%٢٠ the expert opinion survey form. The researcher was satisfied with a as a (% ٥٠ percentage of no less than (minimum . To approve the and thus He , questionnaire statements is number expressions The (questionnaire contains (statements , And that after Exclude From the) ١١ , ٥ , ٢ ferries Numbers (from the second (٩ , ٨ first axis, and (from the third axis (١١ , ١)axis, and

: How to correct the questionnaire -٣

The experts agreed that the point-grading scale for the three . questionnaire should be as follows

- three degrees : **Yes**
- two degrees : **To some extent**
- e degreeon : **No**

Fourth : Exploratory study

The aim of this study was to verify the scientific coefficients (validity, reliability) of the two)

of the (°from Table (It is clear **evitartsinimda** “ :questionnaires **Empowerment of Sports Specialists at Benha University** ” and “ **Job Specialists at Connection for Sports By applying the Benha University.** ” two questionnaires The exploratory specialists, (٣٠)sample consisted of and the aim of conducting the exploratory study was to identify (the extent of the research sample’s included understanding of the phrases identifying -in the two questionnaires the difficulties that may arise during application in order to work to avoid determining the amount of time -them (the basic study will take

The results of the exploratory research the study resulted in mple’s understanding of the phrases sa included in the two questionnaires , as none of them took the initiative to inquire about any of the phrases in the The researcher -questionnaire. determined the time required for the e basic study, and also found that th The -statements are easy to formulate.

researcher calculated the scientific coefficients for the two questionnaires under study on the exploratory sample the period from (Saturday **During** AD) to (Thursday ٢٠٢٣/١٢/١ . (AD ٢٠٢٣/١٢/١

transactions for Sixth: Scientific research tools

The researcher calculated the scientific coefficients for the two questionnaires under study on the exploratory sample of The research community and outside the main study sample , in order to ensure the validity ty of the two questionnaires and stabili when used with the research .community

1. Scientific transactions for the Empowerment " questionnaire Administrative For specialists Athletes At the university "Banha"

: Validity of the questionnaire -A

– Honesty of the arbitrators :(honesty of content)

The researcher used the honesty of the arbitrators (content honesty), as the expert opinion poll form for the “ **Administrative Empowerment of Sports Specialists at Benha saw eriannoitseq ” University** the ‘presented in its initial form

Correlation coefficients between each statement and the total score of (٧Table (the Empowerment Administrative For specialists Athletes At " the questionnaire "university "Banha ٢٠ n=

Stimulus		M	work team		M	direct connection		M	Effective delegation		M
R poll	t axis		R poll	t axis		R poll	t axis		R poll	t axis	
٠,٩٧٤	٠,٨٧٤	١	٠,٨٤١	٠,٩٤٠	١	٠,٩٤٠	٠,٧٥٦	١	٠,٩١٤	٠,٨٤١	١
٠,٩٤٠	٠,٧٥٦	٢	٠,٨٤٩	٠,٩٤٦	٢	٠,٨٤١	٠,٩٤٠	٢	٠,٨٦٥	٠,٩٤١	٢
٠,٨٤١	٠,٩٤٠	٣	٠,٨٤٢	٠,٩٨٤	٣	٠,٩١٢	٠,٧٤٨	٣	٠,٨٤١	٠,٧٤٤	٣

and the number (٤)number of its axes to the (٧attached (٣٦)of its phrases (°group of experts (Arbitrators (Their names are shown in Appendix (The researcher considered the .(٧ percentage of agreement of the experts tatemnts as a on the questionnaire’s s .criterion for its validity

– :Internal consistency validity

The researcher also calculated the validity of the questionnaire “ **Administrative Empowerment for Sports Specialists at Benha eht gnisu yb yduts rednu ” University** cy validity method, internal consisten where the researcher calculated the value of the correlation coefficients between the score of each statement separately and the total score of the questionnaire , and calculated the value of the correlation coefficients between re of each statement on The the sco severity and total score of the axis to which it belongs, and calculating the value of the correlation coefficients between the score of each axis separately and the total score of the questionnaire on the exploratory study le of sports specialists , which samp individuals, as shown (٢٠consists of (in the following table

										٨	
٠,٩٤٥	٠,٧٥٦	٤	٠,٩٧٤	٠,٨٧٤	٤	٠,٩٤١	٠,٨٥٦	٤	٠,٨٤٩	٠,٩٤٦	٤
٠,٨٤١	٠,٩٤٥	٥	٠,٩٤٥	٠,٧٥٦	٥	٠,٩١٤	٠,٨٤١	٥	٠,٩٢٤	٠,٨٤٧	٥

tal score of Correlation coefficients between each statement and the to (٦Table (Empowerment Administrative For specialists Athletes At the " the questionnaire "university "Banha ٢٠n=

Stimulus		M	work team		M	direct connection		M	Effective delegation		M
R poll	t axis		R poll	t axis		R poll	t axis		R poll	t axis	
٠,٨٤١	٠,٩٤٥	٦	٠,٨٤١	٠,٩٤٥	٦	٠,٨٤١	٠,٩١١	٦	٠,٨٧٩	٠,٩٤٥	٦
٠,٨٣٥	٠,٨٤٥	٧	٠,٨٣٥	٠,٨٤٥	٧	٠,٨٦٥	٠,٩٤٢	٧	٠,٩١١	٠,٨٧٩	٧
٠,٨٤٩	٠,٩٤٦	٨	٠,٨٤١	٠,٩١١	٨	٠,٩١٤	٠,٩٤١	٨	٠,٨٤٦	٠,٩٤٧	٨
٠,٩٤٥	٠,٧٥٦	٩	٠,٨٦٥	٠,٩٤٢	٩	٠,٨٦٥	٠,٩٤٢	٩	٠,٩٤٥	٠,٩١١	٩

) = (١٩degree of freedom (٠,٠٥)ce level The tabular R value is at a significan* (٠,٤٣٣

shows that the (٦Table No. (values of the correlation coefficients for the statements are significant at a where the ٠,٠٥)level of significance values of the correlation coefficient . (٠,٩٨٤ - ٠,٨٤١)en ranged betwe the above, we can judge the From questionnaire to be honest when .used with the research sample : stability Questionnaire -B

The researcher found the reliability coefficient of the axes of the **Empowerment ” questionnaire “ive For specialists Administrat ” Athletes At the university Banha** axes and its (٤and their number is ((٣٦phrases and their number is (phrases usingCronbach's alpha . coefficient

e Correlation coefficients between each axis and the total score of th (٧Table (questionnaire eht tA setelhtA stsiliceps roF evitartsinimda tnmewopmE“ "university "Banha ٢٠n=

Cronbach's alpha value	the hub	M
٠,٨٤٧	Effective delegation	١
٠,٩٤٤	direct connection	٢
٠,٩٤٤	work team	٣
٠,٩٤٧	Stimulus	٤

0,977	the total	0
-------	-----------	---

) = (1 degree of freedom (0,000)ular R value is at a significance level The tab* (0,833

shows that the values of the correlation coefficients of the (Table No. (axes with the total score of the questionnaire **Empowerment " Administrative For specialist Athletes At the university " Banha** A function at a significant level where the values of the (0,000) correlation coefficient for the (0,833) statements ranged between where the value of the (0,977 Cronbach's alpha coefficient t one, which approached the correc of the indicates the stability . questionnaire's axes

to the group of experts ((attached (Their names are (Arbitrators (The (shown in Appendix (researcher considered the percentage of agreement of the experts on the nts as a questionnaire's stateme . criterion for its validity

2. Scientific transactions for the Empowerment " questionnaire Administrative For specialists Athletes At the university "Banha"

: Validity of the questionnaire -A
 - **Honesty of the arbitrators :(honesty of content)**

The researcher used the honesty of the arbitrators (content honesty), as the expert opinion poll form for the **The Career questionnaire " Connection of Sports Specialists at ni detneserp saw " Benha University** number of its axes its initial form, the n (0) and the number of its phrases (3)

- :Internal consistency validity
 The researcher also calculated **The the validity of the questionnaire " job correlation of sports specialists yb yduts rednu " at Benha University** using the internal consistency validity thod, where the researcher me calculated the value of the correlation coefficients between the score of each statement separately and the total score of the questionnaire , and calculated the value of the correlation coefficients tement on between the score of each sta The severity and total score of the axis to which it belongs, and calculating the value of the correlation coefficients between the score of each axis separately and the total score of the questionnaire on the exploratory study pecialists , which sample of sports s individuals, as shown (3 consists of (in the following table

Correlation coefficients between the statement And the axis And (Table (Link Career " between The statement and the total score of the questionnaire "letes At the university "BanhaFor specialists Ath 3 n=

Preoccupation			Dedication			Vitality		
students	member	M	students	member	M	rast question naire	t axis	M
0,842	0,984	1	0,912	0,748	1	0,849	0,947	1

٠,٩٧٤	٠,٨٧٤	٢	٠,٩٤١	٠,٨٥٦	٢	٠,٩٢٤	٠,٨٤٧	٢
٠,٩٤٥	٠,٧٥٦	٣	٠,٩١٤	٠,٨٤١	٣	٠,٨٧٩	٠,٩٤٥	٣
٠,٨٤١	٠,٩٤٥	٤	٠,٨٤١	٠,٩١١	٤	٠,٩١١	٠,٨٧٩	٤
٠,٨٣٥	٠,٨٤٥	٩	٠,٨٦٥	٠,٩٤٢	٩	٠,٨٤٦	٠,٩٤٧	٥

) = (١ degree of freedom ((٠,٠٥)The tabular R value is at a significance level * (٠,٤٣٣

shows that the (^Table No. (fficients values of the correlation coe for the statements are significant at the where the (٠,٠٥)level of significance values of the correlation coefficient . (٠,٩٧٤ - ٠,٨٤١)ranged between

and from (Which indicates its honesty **the above we can judge the en used questionnaire as honest wh .with the research sample : stability Questionnaire -B**

Correlation coefficients between each axis and the total score of the (^Table (questionnaire ytisrevinu eht tA setelhtA stsilaiiceps roF tmemegagne boJ“ "Banha" ٢ . n=

pha Cronbach's al value	the hub	M
٠,٩١٢	Vitality	١
٧٧ ٠,٩	Dedication	٢
٠,٨٧٩	Preoccupation	٣
٠,٨٨٨	the total	٤

) = (١ degree of freedom ((٠,٠٥)The tabular R value is at a significance level * (٠,٤٣٣

ts of theshows that the values of the correlation coefficient (^Table No. (axes with the total score of the questionnaire**Empowerment ” “ Administrative For specialists " Athletes At the university " Banha** A function at a significant level where the values of the (٠,٠٥) correlation coefficient for the - ٠,٨٧٩)ed between statements rang where the value of the (٠,٩٧٧ Cronbach's alpha coefficient approached the correct one , which the indicates the stability of **From the . questionnaire's axes above, we can judge the questionnaire as stable when used .sample with The research :Steps to apply the research**

:Reference scan

The researcher reviewed many scientific references, previous research and studies that dealt with the fields of sports management , evaluation, tests and standards , during the period from AD) to (٢٠٢٢/٢/١١Wednesday) . (AD ٢٠٢٢/١٦/١١Wednesday

:Expert opinion poll

The researcher polled the experts regarding (°opinion of the (the suitability of the wording and clarity of the expressions, the suitability of the expression for the axis longs, and the adequacy to which it be of the expressions to express its axis , during the period from (Sunday

٢٠٢٣/٨/١٧ AD) to (Sunday ٢٠٢٣/١/١٧ . (AD

:Exploratory experience

The aim of this study was to ensure the validity and reliability of the under study , on the two questionnaires exploratory sample , which consisted sports specialists from within (٧٠)of the research community and outside the basic sample of the research, in the AD ٢٠٢٣/١٢/١٧ period from (Thursday . AD ٢٠٢٣/١٩/١٧) to (Thursday (

:ceBasic experien

The basic experiment was conducted on the basic research sports (٧٧)sample, which consisted of specialists, from within the research community, provided that they had not participated in the exploratory experiment. This is during the period AD) to (٢٠٢٣/٢٨/١٧urday from (Sat . (AD ٢٠٢٣/١٨/٢ Saturday

:Statistical processing

The researcher used the) statistical programSPSS to process (the data statistically and used the :following statistical methods

- Mean Arithmetic .
- Standard . Deviation

Frequency , percentage, and weighting of the research :(١٠ Table (. the questionnaire statements sample members' responses to ٥٧n=

(Axis (delegation effective										
Ranki ng	٢Ka	the weight Relative	the total Estimated	no		ome extentto s		Yes		Ferry number
				%	K	%	K	%	K	
٤	١٨,٤٢١	%٨١,٢٩	١٣٩	١٦,٤ %	٩	%٢٥,٥	١٤	٦١,٨ %	٣٤	١
٥	١٧,٧٨٩	%٨١,٨٧	١٤٠	١٠,٩ %	٦	%٣٤,٥	١٩	٥٨,٢ %	٣٢	٢
٧	١١,٦٨٤	%٧٨,٩٥	١٣٥	١٤,٥ %	٨	%٣٦,٤	٢٠	٥٢,٧ %	٢٩	٣
٦	١٧,١٥٨	%٨١,٢٩	١٣٩	%٩,١	٥	%٤٠,٠	٢٢	٥٤,٥	٣٠	٤

- T- test .
- Pearson simple correlation coefficient (person) Simple correlation .
- 's alpha coefficient
-) Square test -Chi Ka2 (
- percentage

Present and discuss the results

First: Presentation and discussion of :t questionthe firs

And it states what Extent of application Empowerment Administrative I have Specialists Athletes At the university Banha

In order to answer this question, the researcher must reach a statistical description of the research ialists at Benha sample of sports spec University in order to find a description of the research sample's scores on the questionnaire “ **Administrative Empowerment of Sports Specialists at Benha ecneserp eht yfirev neht** ”, **University** of statistically significant differences een the study sample's responses betw to each of the statements. Questionnaire

								%		
٨	٨,٥٢٦	%٧٧,١٩	١٣٢	١٨,٢ %	١٠	%٣٤,٥	١٩	٥٠,٩ %	٢٨	٥
١	٧٦,١٠٥	%٩٤,٧٤	١٦٢	%٣,٦	٢	%٩,١	٥	٩٠,٩ %	٥٠	٦
٣	٣٨,٢١١	%٨٥,٩٦	١٤٧	١٤,٥ %	٨	%١٤,٥	٨	٧٤,٥ %	٤١	٧
٩	٣,٧٨٩	%٧٣,٦٨	١٢٦	٢٣,٦ %	١٣	%٣٤,٥	١٩	٤٥,٥ %	٢٥	٨
٢	٤٥,٥٧٩	%٨٨,٣٠	١٥١	١٠,٩ %	٦	%١٤,٥	٨	٧٨,٢ %	٤٣	٩

(axis (contact direct

Ranking	Ka	the weight Relative	the total Estimated	no		to some extent		Yes		
				%	K	%	K	%	K	
٧	٢٥,٥٧٩	%٨٢,٤٦	١٤١	١٨,٢ %	١٠	%١٨,٢	١٠	٦٧,٣ %	٣٧	١
٩	١٧,١٥٨	%٨١,٢٩	١٣٩	%٩,١	٥	%٤٠,٠	٢٢	٥٤,٥ %	٣٠	٢
m ε	٥٠,٠٠٠	%٩٠,٠٦	١٥٤	%٧,٣	٤	%١٦,٤	٩	٨٠,٠ %	٤٤	٣

Frequency , percentage, and weighting of the research :(١٠ Table (.
the questionnaire statements sample members' responses to ٥٧n=

(Axis (delegation effective

Ranking	Ka	the weight Relative	the total Estimated	no		to some extent		Yes		Ferry number
				%	K	%	K	%	K	
٤	٥٠,٠٠٠	%٩٠,٠٦	١٥٤	%٧,٣	٤	%١٦,٤	٩	٨٠,٠ %	٤٤	٤
٣	٥٣,٧٨٩	%٩٠,٦٤	١٥٥	%٧,٣	٤	%١٤,٥	٨	٨١,٨ %	٤٥	٥
٢	٦٢,٣١٦	%٩٢,٤٠	١٥٨	%٥,٥	٣	%١٢,٧	٧	٨٥,٥ %	٤٧	٦
١	٧٥,٨٩٥	%٩٤,١٥	١٦١	%٥,٥	٣	%٧,٣	٤	٩٠,٩ %	٥٠	٧
٨	٢٢,٨٤٢	%٨١,٢٩	١٣٩	٢٠,٠ %	١١	%١٨,٢	١٠	٦٥,٥ %	٣٦	٨
٦	٢٧,٢٦٣	%٨٤,٨٠	١٤٥	١٠,٩ %	٦	%٢٥,٥	١٤	٦٧,٣ %	٣٧	٩

(Axis (Team the job

Ranking	Ka	the	the	no	to some	Yes	M
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ng		weight Relative	total Estim ated	extent						
				%	K	%	K	%	K	
1	٤٥,٨٩٥	%٨٨,٨٩	1٥٢	%٩,1	٥	%1٦,٤	٩	٧٨,٢ %	٤٣	1
٩	٦,٤٢1	%٥٩,٥٦	1٠1	٥٠,٩ %	٢٨	%٢٥,٥	1٤	٢٧,٣ %	1٥	٢
٧	٨,٣1٦	%٧٦,٦1	1٣1	٢1,٨ %	1٢	%٢٩,1	1٦	٥٢,٧ %	٢٩	٣
٥	٩,٥٧٩	%٧٦,٥٢	1٣٠	٢٥,٥ %	1٤	%٢٣,٦	1٣	٥٤,٥ %	٣٠	٤
٢	٢٣,٠٥٣	%٨٢,٤٦	1٤1	1٦,٤ %	٩	%٢1,٨	1٢	٦٥,٥ %	٣٦	٥
٣	1٩,٨٩٥	%٨٢,٤٦	1٤1	1٢,٧ %	٧	%٢٩,1	1٦	٦1,٨ %	٣٤	٦
٤	11,٦٨٤	%٧٨,٩٥	1٣٥	1٦,٤ %	٩	%٣٢,٧	1٨	٥٤,٥ %	٣٠	٧
٦	٨,٨٤٢	%٧٧,1٩	1٣٢	٢٠,٠ %	11	%٣٠,٩	1٧	٥٢,٧ %	٢٩	٨
٨	٧,٠٥٣	%٧٣,1٠	1٢٥	٣٠,٩ %	1٧	%٢1,٨	1٢	٥٠,٩ %	٢٨	٩

(axis (stimulus

Ranki ng	Ka	the weight Relative	the total Estimated	no		to some extent		Yes		M
				%	K	%	K	%	K	
	11,٤٧٤	%٧٦,٦1	1٣1	٢٥,٥ %	1٤	%٢1,٨	1٢	٥٦,٤ %	٣1	1
	٨,٠٠٠	%٧٦,٥٢	1٣٠	٢٣,٦ %	1٣	%٢٧,٣	1٥	٥٢,٧ %	٢٩	٢
	٧,٠٥٣	%٧٦,٥٢	1٣٠	٢1,٨ %	1٢	%٣٠,٩	1٧	٥٠,٩ %	٢٨	٣
	٧,٨٩٥	%٧٥,٤٤	1٢٩	٢٥,٥ %	1٤	%٢٥,٥	1٤	٥٢,٧ %	٢٩	٤
	٢٠,٢11	%٨٠,٧٠	1٣٨	٢٠,٠ %	11	%٢٠,٠	11	٦٣,٦ %	٣٥	٥
	1٣,٠٥٣	%٧٩,٥٣	1٣٦	1٦,٤ %	٩	%٣٠,٩	1٧	٥٦,٤ %	٣1	٦
	٨,٠٠٠	%٧٦,٥٢	1٣٠	٢٣,٦ %	1٣	%٢٧,٣	1٥	٥٢,٧ %	٢٩	٧
	٤٥,٤٧٤	%٨٧,٧٢	1٥٠	1٢,٧ %	٧	%1٢,٧	٧	٧٨,٢ %	٤٣	٨

	٨,٠٠٠	%٧٤,٨٥	١٢٨	٢٧,٣ %	١٥	%٢٣,٦	١٣	٥٢,٧ %	٢٩	٩
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and a degree of freedom (٠,٠٥) is at a significance level (٢) The tabular value of (Ka* (٥,٩٩) = (٢

that (١٠) in Table It is clear from value is greater than (٢) the calculated Ca significance at a value (٢) the tabulated Ca which indicates that (٠,٠٥) level of there are statistically significant differences at a significance level of (no -ome extent to s

Discussing the results of the first :question

(٩) It is clear from Table which relates to the phrases of the first **administrative empowerment, the “ Effective Delegation ”** sample's weight of the research sa response with (yes) ranged between and that the relative (%٩٠,٩ : %٤٥,٥) weight of the research sample's response with (to some extent) ranged. and that the (%٤٠,٠ : %٩,١) between relative weight of the research sample's response with (no) ranged and that the (%٢٣,٦ : %٣,٦) etween b between ranged (٢) calculated value of Ka which is greater than (٧٦,١٠٥ : ٣,٧٨٩) The tabulation is at a (٢) the value of Ka which (٠,٠٥) significance level indicates that all statements of the first cally questionnaire are statisti .significant

received a (٩,٧,٦) Phrases No. high degree of response (yes), and except for (٤,٣,٢,١) phrases No. which indicates that (٨,٥) phrase No. Benha University applied the effective delegation axis in a moderate arch sample, percentage with the rese

so it takes Management with new ideas for employees With work and trust in Their abilities on completion mission The client To them is the ability of employees to persuade their superiors of new ideas, which requires e freedom management to give complet to their subordinates to use the appropriate management method in completing their tasks, and to adopt their solutions and ideas in solving problems and their contribution to setting goals and planning for the r, success of the organization . Howeve when delegating powers to employees was to a moderate degree, such as participation in Make important decisions and give freedom to use the appropriate management style or contribute to setting and planning goals, and management does not give the authority to complete employees .tasks to a high degree

Muhammad And he mentions That he is (٢٤) (٢٠٠٤) **Qaryouti-Al** there interest growing in Most Countries Arabic, With improvement And raise efficiency Administration And how much Its effectiveness n level Administration Especially o Governmental because of Her turn prominent in investigation Goals Developmental Ambitious in That Communities So take care Those concerned By development Administrative With discovery Different factors that from Like her To . he Messenger to this the goalhelp in T

Serenity of And she explains That there are (١٩) (٢٠٠٨) **Damour** many who believe that Delegation he synonym For concept Empowerment But in reality There is difference While Between them, and that Empowerment . rom Delegation more Enrichment f

Tarawneh -Muhammad Al specified that the process of (٢٣) ٢٠١١ empowering employees must be implemented according to certain stages, including delegating authority with tasks. If one of the leader's assistants is able to carry out his tasks he must delegate the job to him with the necessary authorities, and that is .the way to prepare leaders

(٢٠١٢) **Moayed Masoud** Fisher that Concept Empowerment (٣٢) (Administrative concentrate on Being practical give Individuals authority Censorship And Wider in practice endure the responsibility And in Use Their abilities on road Motivate them And encourage them on take Decisions And encouragement Individuals on to bear the responsibility Personal To develop method that They perform during to With it Their work from delegate Authority in take Decisions on the level Administrative

agreed with the **the study -studies Rula Al** results of both **AD, Ashwaq Saud and ٢٠١٥Damen** So I (٢٠٢١) **Shenafi-Naglaa Al ٢٠١٥Damen -Rola Al** arrived study s to to group from Result (١٤) **AD** Existence impact Dhu indication Statistic For dimensions Empowerment Functional (independence And freedom Act Share in Information, support Administration on to improve performance employees), and the

presence of impact Dhu indication e point to improve the Statistic To th performance As a whole from during . degree Empowerment Career

And it showed results study **-Ashwaq Saud and Naglaa Al** Availability (٤) (٢٠٢١) **Shenafi** level middle from Empowerment Career, where Working Female he team in employees In spirit t Ministry In a way big, as Practice to delegate Authority in Ministry To a degree Average, except that after me to have the information And undermine Authority did not They affect on Link . Career

this **The researcher attributes** Delegation is one of the :to the fact that most important aspects of administrative empowerment ,where You find that Delegation It is the granting of some or all powers from the higher administrative body To the lower party to help him implement His rative tasks, he helps Administ empowerment For employees on creativity And share Subjectivity And composition difference the job that need to Competencies Individual And capabilities High Evolve from during Individuals may be then Empower them And gain them what It is rom Skills in fields Their necessary f . works

(٩)It is clear from Table which relates to the phrases of the first **administrative** questionnaire **empowerment, the “ Effective axis , that the relative Delegation ”** weight of the research sample's nged between response with (yes) ra and that the relative (%٩٠,٩ :%٥٤,٥) weight of the research sample's

response with (to some extent) ranged. and (%,%,%) It ranged between the relative weight of the research sample's response with "no" ranged between (%,%,%) between ^{ranged} calculated value of Ka which is greater (%,%,%) The tabulation ^{ranged} than the value of Ka which (%,%) is at a significance level indicates that all statements of the first questionnaire are statistically significant.

the statements received a All of high degree of response (yes), except which came (%) for statement number in a moderate degree, which indicates that Benha University applied the direct contact axis to the research sample, so it helps you. the information ble From the presidents on Availa Understand more The role of employees in Work, as communication channels between administrative levels help quickly transfer and circulate information, allow tasks to be accomplished between employees, and achieved, clarify the goals to be whether at the individual level or the institution level. This is what the university administration has done by providing communication channels effectively to facilitate communication between administrative levels.

Where he points Bomen.R That Empowerment he (%,%) AD 1997 phrase on group from Practices that Aims to exchange the information And the rewards And knowledge Related By job And power with employees He is Turn It is a direct positive effect on the performance.

(%) AD 2000 Otaibi, -Saad Al stated that one of the dimensions of

empowerment is sharing information. Employees must have access to information and data that helps them make better decisions for the benefit of the organization, increases their contribution to understanding how to their jobs, and participates in the do .work

The study results agree With the study of both Emerson. A , 2008 I have 2010 Damen -AD, Rola Al arrived study Emerson. A , AD 2008 indicates the need for (%,%) management to be keen to practice and thod of empowering encourage the me employees, while paying attention to communicating with employees and taking care of taking their opinions, with the need to evaluate means of communication so that communication goes in both directions, and they must f opinion on issues also have freedom o that concern them, in a way that makes them feel important. The Foundation's appreciation for their efforts, ideas and .proposals

Damen-Rola Al And I arrived studies to group from (%,%) 2010 Results Such as Existence impact Dhu on Statistic For dimensions indicati Empowerment Functional (independence And freedom Act Share in the information, to support Administration on to improve performance The workers . And existence impact Dhu indication Statistic To the point to improve the nce As a whole from during performa . degree Empowerment Career

this **The researcher attributes** to the fact that: direct connection One of the most important elements of administrative empowerment among

sports specialists at the university ,no It e on Delegation It decreases Importanc helps flow the information And trade it And share The actor With it via Administrative levels For the institution All of them, where that the information Play Dora Important in practical take the decision from before ute without Employee And contrib doubt in Solution Problems that may be You face him employees during currency And when dealing with Students participate in student and sports activities So how? He will be able to Employee that get up Facing up Problems without Availability of information He has the correct one The connection Direct between employees and higher administrative levels helps and enhances the success of the organization creativity And innovation .among its employees

(9) It is clear from Table raises of the first which concerns the ph **administrative empowerment, the " Work Team "** axis , that the relative weight of the research sample's response with (yes) (% 27,3 :% 78,2) ranged between and that the relative weight of the s (to research sample's response wa some extent) .) ranged between and the relative (% 16,8 :% 32,7) weight of the research sample's response with (no) ranged between 7 and the calculated K (% 9,1 :% 00,9) (% 80,890 : % 7,821) between ranged value which is greater than The tabular value (% 0,00) at a significance level is 7 aof K which indicates that all statements in the first questionnaire are statistically .significant

All statements received a moderate response (yes), except for which came at a (7) statement number icates that which ind (% 27,3) rate of Benha University applied the work team axis to the research sample, which is employee commitment. With tasks Their work inside a team Work that helps achieve group goals at the expense of individual goals, working in ing with a team spirit, and cooperat colleagues and superiors. The university administration urges the formation of work teams and encourages teamwork, but the university administration is not keen on holding training courses .continuously

Where he points **Brown R.**) 199738 overment he That Emp (phrase on group from Practices that Aims to exchange the information And the rewards And knowledge Related By job And power with employees He is Turn It is a direct positive effect on .the performance

(10) **AD 2000 Otaibi -Saad Al** t is necessary that i **mentions that** Working the organization on re Structuring the job And accreditation style difference the job To stand out In a way Natural, where He is Outputs employees Whose Working In a way collective And their decisions better that He works solo from The individual The work team part substantial from . practical Enable The workers

Fadha Shaker Al Khashali There is a group from (17) (2010) Requirements that He should Available in Empowerment process Administrative to guarantee Practice those the operation Effective For

Including openness And difference Work where Feel staff With empowerment And in a way private when Assign them with certain tasks And delegate for them Powers to take Decisions Occasion About it, teamwork that Lead to to treat the job for him great Impact Problems on Staff feeling With respect from side Their bosses building on trust that They received it To deal With issues the job Intrinsicity And their openness on Propositions And solutions that Submit it Which was taken With an Consideration from before eye . Presidents

is consistent with the study Ashwaq Saud and Naglaa Ibrahim and it arrived the study to (4) (2021) Many from Results The most important of which is : availability level middle from Empowerment male career, where Working Fe employees In spirit the team in Ministry In a way big, as Practice to delegate Authority in Ministry To a degree Medium, it turns out That after Development Professional for him Impact the biggest on Link Career I have Female employees Female rators in Ministry Next after administ the job In spirit The team, then Independence And freedom Action, next after Share in to make Decisions And draw Policies, except that after me to have the information And undermine Authority did not They In conclusion . affect on Link Career Recommended the study Necessarily to lift level Empowerment Career And the connection Career from during to provide climate a job Yesodah Interconnectedness and cooperation,

And a contract Workshops a job And ment courses Training and reinforce Operations Training on to understand . Authority And how Dealing with her

The researcher attributes this that **to** Empowerment Administrative Helps the university on Access to Decisions Occasion Due To give the opportunity To grow Saucepan Of the sworker all According to His field And his specialty, and it helps Empowerment Administrative on reach to Solution Creative New For problems Due To go out from the frame Singles In submission Suggestions And moving to the job Collective work teams that Lets opportunity the to get For more from Ideas Than He increases from an opportunity Get on Solution Creative not unprecedented, the university administration should Continued activation practical Empowerment Administrative, grants some the authorities mentFrom manage Supreme to Executive management levels To give it right take Decisions as You see it suitable.

(9)It is clear from Table which concerns the phrases of the first **administrative** ‘questionnaire axis , **empowerment**, “ **motivation** ” ht of the research that the relative weig sample’s response with (yes) ranged and that (% 00,9 :% 78,2)between the relative weight of the research sample’s response was (to some :% 30,9)extent) . It ranged between and the relative weight of the (% 12,7 nse with (no) research sample’s respo and (% 12,7 :% 27,3)ranged between ^{ranged} the calculated value of Ka which is (% 0,474 :% 0,03)between ^{tabular} greater than the value of The

which (٠,٠٥) is at a significance level indicates that all statements in the first are statistically questionnaire .significant

received a (٨,٥) The phrases response (yes) with a high degree, and (٧,٦,٤,٣,٢,١) the phrases numbers received a response (yes) with a moderate degree, which indicates that Benha University applied the with the research motivation axis sample, and this resulted due to the confidence The university administration was impressed with the leadership of its employees and their ability to carry out the tasks assigned to them and their encouragement of their new ideas employees to present the for improving performance and quality of work in the university administration, but the achievement of justice by the incentive system came to a moderate degree and the managers' appreciation of the employees' status of support at work and the continuity and encouragement in exchange for the employees' diligence in proposing Solutions and managers' keenness to motivate their subordinates and receive material rewards for carrying out .creative work

Muhammad mentions **Syed** al, no No individu (١٦)AD ٢٠٠٦ matter who he is, can do without incentives, regardless of their type or source, and determining the incentives and their type for employees is the way that institutions follow to satisfy the needs of their employees whenever in the they ensure an increase productivity and efficiency of these workers, because the basis of

empowerment is positive .reinforcement

Sakarna-Bilal Al He mentions requires Empowerment (٩)AD ٢٠١٣ Administrative Effective finding changing in pattern Relationship ors and subordinates, between Superi instead from the focus on give Commands And directions Employees must Waiver on part from Authority And stay away on the pattern Traditional For managers and relocation to game Role Laxative And the coach For employees being the A worker Essentially In process boss .Mastery Administrative

٢٠١٣ **Wafaa Barqawi** indicate to That ease a burden the job (٣٧)AD And missions Excess she has Effect effective on had brought Benefit To the organization from during concentration Specific instead Employee on Missions of from Distraction His focus Many .administrative tasks

of (١٧) :adds (٢٠١٥) requirements Empowerment Administrative feelings staff With support And encouragement from Before the presidents And colleagues, uld tasks The client To them He sho that Be Attached With encouragement And overcoming difficulties until . Complete Get it done

(٣٦)AD ٢٠١٧ **Haila Abdullah** states that regulations and legislation must be amended and a new incentive system must be approved to facilitate rs and the transfer of the work of leade universities to electronic management. ٣٠

(٢١)AD ٢٠١٣ **Abeer Ahmed** adds that administrative empowerment is a necessity for a future in which

traditional methods are abandoned and advanced methods are adopted, in that they are the which employees see intellectual capital of the organization and should be cared for, developed, and empowered to perform their work .in a better way

The researcher attributes this to the fact that: Institutions With what In which Banha university affected gatively And positively With Ne policies drawn from before Leaderships Supreme Which It is an approach Followed to guarantee success That institutions, therefore Seeking Those leaders to adoption Policies Effective Could you from During it development And rovement the job to Motivating imp aspect Element Basic in success any Bashri -organized and he Element Al employees at Benha University), and) there are many from Institutions Adopted actually Policies I passed from During it from more Its got Output as type effectiveness and I from Optimization Administrative Of

which Policy Empowerment The administration that this study was . aimed at at Benha University

This answers the first question : Which states on

what Bezel application " Empowerment Administrative I ve Specialists Athletes At the ha " ? university Banha

Second : Presentation and discussion :of the second question

And it states what level Correlation Career I have Specialists ?Athletes At the university Banha

In order to answer this er must arrive at question, the research a statistical description of the research sample of sports specialists at Benha University in order to find a description of the research sample's **Job** scores on the questionnaire "**Correlation of Sports Specialists at then verify the " Benha University** presence of statistically significant differences between the study sample's responses to each of the statements. .Questionnaire

Frequency , percentage, and weighting of the research sample :(' 'Table (aire statements the questionn members' responses to °vn=

(axis (vitality										
Ranki ng	Ka	the weight Relative	the total Estimated	no		to some extent		Yes		Ferry number
				%	K	%	K	%	K	
٢	١١,٤٧٤	%٧٦,٦١	١٣١	٢٥,٥ %	١٤	%٢١,٨	١٢	٥٦,٤ %	٣١	١
٤	٩,٥٧٩	%٧٣,١٠	١٢٥	٣٢,٧ %	١٨	%١٨,٢	١٠	٥٢,٧ %	٢٩	٢
٥	٦,٠٠٠	%٧١,٩٣	١٢٣	٣٢,٧ %	١٨	%٢١,٨	١٢	٤٩,١ %	٢٧	٣
m ٢	١١,٤٧٤	%٧٦,٦١	١٣١	٢٥,٥ %	١٤	%٢١,٨	١٢	٥٦,٤ %	٣١	٤
١	١٦,٥٢٦	%٧٤,٨٥	١٢٨	٣٢,٧ %	١٨	%١٢,٧	٧	٥٨,٢ %	٣٢	٥

Ranking	Ka	the weight Relative	the total Estimated	no		to some extent		Yes		
				%	K	%	K	%	K	
				4	8,000	%74,80	128	27,3 %	10	
5	7,053	%79,09	119	38,2 %	21	%18,2	10	47,3 %	26	2
3	8,316	%74,27	127	29,1 %	16	%21,8	12	02,7 %	29	3
2	20,316	%81,29	139	18,2 %	10	%21,8	12	73,6 %	30	4
1	24,100	%79,03	136	20,0 %	14	%12,7	7	60,0 %	36	5

Frequency, percentage, and weighting of the research sample :(Table (the questionnaire statements members' responses to n=

Ranking	Ka	the weight Relative	the total Estimated	no		to some extent		Yes		Ferry number
				%	K	%	K	%	K	
				2	11,474	%76,61	131	20,0 %	14	
3	9,079	%76,02	130	20,0 %	14	%23,6	13	04,0 %	30	2
5	7,684	%70,76	121	36,4 %	20	%18,2	10	49,1 %	27	3
4	8,842	%70,18	120	38,2 %	21	%16,4	9	49,1 %	27	4
1	13,079	%77,19	132	20,0 %	14	%20,0	11	08,2 %	32	5

and a degree of freedom (,) is at a significance level (The tabular value of (Ka* (,) = (

that () It is clear from Table (eater than value is gr the calculated Ca significance at a value the tabulated Ca

which indicates that , , level of there are statistically significant differences at a significance level of

-between the three responses (yes, no, to some extent)

second Discussing the results of the question

It is clear from Table which concerns the phrases of the functional second questionnaire axis, that relatedness, the "vitality" the relative weight of the research sample's response with (yes) ranged that an (0.58, 0.42) between the relative weight of the research sample's response was (to some extent) 0.12, 0.88. It ranged between and the relative weight of the (0.21, 0.79) research sample's response with (no) and (0.32, 0.68) ranged between between bet^{ranged} value the calculated Ka which is greater than (0.16, 0.84) is at a χ^2 tabular the value The which (0.00) significance level indicates that all statements in the first questionnaire are statistically significant.

(0.42, 0.58) Statements No. response received a moderate degree of received less (3) yes), and phrases No.) of the response rate, which 0.12 than indicates that the axis of vitality among the sports specialists at Benha University has a moderate degree, as they feel happy going to They work flexibility And And and feel energized strength and activity to perform their job duties

Schaufeli, W. B., and et al that Vitality or (0.42) AD 0.12 enthusiasm is over the top Link Career And cross on Levels The high from energy And flexibility Mentality n investment during Work and desire i an effort the person In his work, . perseverance in Confrontation Odds

So he explains Schaufeli et al Bio That she is degree (0.42) AD 0.12 High from energy Flexibility and readiness To invest Effort in Work and ability on non Tired Easily and onsistently in Confrontation Odds that c may be He faces her Employee in the . job

West and Dawson explained that Link Career he (0.42) AD 0.12 condition from Positivity, vitality, sincerity and motivation Emotional Associated With happiness in Work, s they found agree in The and it ha opinion on that Link Career maybe tariff on that it levels High from energy . And levels High Of sharing in the job

-Muhammad Fawzi, Amin Al mentions that (0.42) 0.12 **Bardan** Vitality It indicates high levels of ability while energy and mental flex working, the individual's willingness to put in more effort at work, and the ability to persevere when facing . difficulties

this **The researcher attributes** to vitality It is considered a degree High from energy Flexibility and vest Effort in Work and readiness To in ability on non Tired Easily and consistently in Confrontation Odds that may be He faces her Employee in Work, she is feelings positive By force Physical And energy Emotional And energy Cognitive I have Employee tedness They Vitality And job rela Understood interconnected, where that Vitality focus on energy Emotional For the employee And vitality Cognitive he have And his readiness To work, where indicates on Similarity And interference between Vitality And the the connection career, From

researcher's point of view, this is why Similarity It is considered Vitality . concept substitute To link Career

(11) It is clear from Table which concerns the phrases of the **job relatedness** 'second questionnaire eht taht 'sixa " **dedication** the " lative weight of the research re sample's response with (yes) ranged and that (% ٦٥,٥ : % ٤٧,٣) between the relative weight of the research sample's response was (to some : % ١٢,٧) extent) . It ranged between and the relative weight of the (% ٢٣,٦ ple's response with (no) research sam and (% ٣٨,٢ : % ١٨,٢) ranged between ^{ranged} the calculated value of Ka which is (٢٤,١٠٥ : ٧,٠٥٣) between ^{tabular} K greater than the value of The which (٠,٠٥) is at a significance level indicates that all statements in the first estionnaire are statistically qu .significant

(٥ , ٤ , ٣ , ١) Statements No. average response -received an above received less (٧) yes), and phrases No.) of the response rate, which % ٥٠ than indicates the dedication of the sports as they 'specialists at Benha University feel that their work has purpose and value, and also They feel proud of this job, which helps him show all his energy and determination to perform .the tasks of this job

Schaufeli, W. B., and et al that Sincerity or (٤٧) AD ٢٠٠٢ Strongly in the job devotion he Share And enthusiasm And the feeling With pride And inspiration in it It may be behavior Citizenship Organizational he One results devotion and he the behavior Singles For the employee Which He is Estimated And other

ng Behaviors Classified between existi that Rewards on her The employee is employees With devotion Financial Distinguished on Change them in Their work because they are They gain Of experience In a way big And they are Inspiring For others from Employees, proud and they are Improved And Their onions And it counts Vitality And sincerity They Two extremes Fatigue And work For the benefit .Subjectivity

The researcher attributes this to the fact that: Vitality The high For the employee Empower him from completion Business The client chanism In a way faster And me therefore completion Tasks a lot in time the job, And in return The Dedication Sports specialists at Benha University the job Without that He waits Employee Award on the job that get up with it The this indicates on that e Put interest the public above Employe .His interest Personal

(11) It is clear from Table which relates to the phrases of the **the functional** 'second questionnaire " ' **exhaustion** axis of " **connection** that the relative weight of the research yes) ranged) sample's response with and that (% ٥٨,٢ : % ٤٩,١) between the relative weight of the research sample's response with (to some : % ١٦,٤) extent) It ranged between and the relative weight of the (% ٢٣,٦ research sample's response with (no) and (% ٣٦,٤ : % ٢٥,٥) ranged between ^{ranged} the calculated value of Ka which is (١٣,٥٧٩ : ٧,٦٨٤) between ^{tabular} K greater than the value of The which (٠,٠٥) is at a significance level indicates that all statements in the first

questionnaire are statistically significant

was (٥ ،٢ ،١) to phrases (٤ ،٣) moderate (yes), and phrases of the response %٥٠ received less than rate. This indicates the preoccupation of the sports specialists at Benha University, as the highest responses were to the phrases, "Forget o my work, everything." Julie, when I d I do not feel the passage of time, and while I work, I focus only on my work without being preoccupied with other .things

٢٠٠٢ Ahmed explains Salman

That there antiquities Positive (١) AD And another Negative To indulge s represented Employee in currency It i Archaeology Positivity in that spree Employee Strengthens desire The individual in Continuation in the job And he makes it amused in the job that performed, therefore will Embrace Employee Goals Enterprise And he will do his considers it His goals So he best To achieve This is amazing Objectives In addition, immersion is one of the most important Ingredients .creativity For employees

Schaufeli, W. B., and et al that Absorption or (٤٧)AD ٢٠٠٢ indulgence she condition He is In apt in a job One, and which Employee r time passes quickly in Work, no Can Employee Season His thinking on this Work, where Continue By thinking By work gesticulate that will He does it with it until after an end time Always the official in His company And his . megoing For ho

Salanova et al ٢٠٠٦ explain . AN Exhaustion is a condition (٤٦)AD from the focus in the job He is

Employee Busy in currency And it is Happy With it, therefore He is Employee Drenched in currency And he forgets all what Surrounds with it, nown Indulgence on that it And it has K merger Internal For the individual in Work, or Matching And the response Psychological with the job With what Reflected in An image of an realization or his -individual's self commitment to his work and his .interest in it

earcher attributes thisThe res that Engagement means the to individual's involvement in his work, therefore The command may be affected With many from Influences Of which Passion, it turns out that from Its positive effects on Sports specialists ty Like a feeling at Benha Universi With happiness Satisfaction or through administrative empowerment. The greater the level of administrative empowerment, the greater the level of exhaustion, or vice versa This led to a decrease in administrative in the empowerment and a decrease .level of work engagement

This answers the second question : Which states on

what level Correlation Career I have Specialists Athletes At the .?university Banha

Third: Presentation and discussion :of the third question

And it states what she ionship between Administrative Relat empowerment And the connection Career For specialists Athletes At .? the university Banha

To answer this question, the researcher must find the correlation matrix between the scores of the

evitartsinimda“ dimensions of the Connection” “ dna ” powermentEm for sports ” Career “ .questionnaires specialists at Benha University

(١٢)Table (.

The correlation coefficient between the axes of administrative empowerment and job engagement is under study °Vn=

the total	Preoccupation	onDedicati	Vitality	the hub	M
٠,٩٨٧	٠,٧٥٦	٠,٩٨	٠,٧٨	Effective delegation	١
٠,٨٧٤	٠,٧٩٥	٠,٩١٢	٠,٨٨٨	direct connection	٢
٠,٨٧٩	٠,٩١٤	٠,٨١٤	٠,٧٨٩	work team	٣
٠,٩٢٤	٠,٨١١	٠,٨٤٩	٠,٧٨٩	Stimulus	٤
٠,٩٨٨	٠,٩٥٦	٠,٩٤١	٠,٦٧٨	the total	٥

(٠,٢٥٠) = (٥٦ degree of freedom (٠,٠٠٥) a significance level The tabular (t) value is a* that (١٢)It is clear from Table the correlation coefficient values between the administrative empowerment axes and the functional engagement axes are statistically ificance level of significant at a sign where the calculated R value was ٠,٠٥ .greater than the tabulated R value

Where it is located relationship Relationship Expulsion Strong While between Administrative empowerment And the job connection among sports iversity ,where specialists at Benha Un maybe Saying that it maybe that Different Degree of job connection According To the degree of empowerment application The prevailing administrative At Benha University, this is Means that it whenever The degree of administrative increased He is there empowerment Positive degree High in Career affiliation for sports specialists at . Benha University

mentions that (١٢) ٢٠٠٣ Hussein Attia there are reasons Taking With empowerment Administrative that You pay Organizations To apply s administrator is need Empowerment It the organization to that Be more

Response to the market, and discount number Levels Administrative in Structures organizational, and need to non Busyness Administration Supreme With things Daily And its focus on is long Term and Issues The strategy need To exploit Resources Available In a way Ideal Especially Resources humanity, and its importance Speed take Decisions and launch Capabilities Individuals Creative, and save more from the satisfaction Career And d limitation motivation Belonging, an from Costs Employment By reducing from number Levels Administrative Others Necessary and granted Individuals responsible Larger And empower them With a picture Positive because staff in Organizations they Its it true ability that He should Direct . Favor the job

٢٠١٣ Fatima Yassin And she points he is from Okay a guarantee (٢٢)AD success Empowerment Career And improvement performance employees and increase Their productivity from where Quantity Quality must be taken The into consideration capacity Worker on the job Its efficiency and presence Incentive when employees

Motivates him on the job And activity, and that Realize employees Politics that organize Incentives, though This is amazing Politics You are characterized efficiency, and With justice Equality, ef training Employee To increase His information And his ability And its efficiency, and that He is The employee is satisfied on His work and about Wages that He receives it, and that She confesses Administration In With effort The employee praises Him, and trust in Administration Which produce usually from loyalty Management kept its promises and involved staff And take their opinion on the quality Business that They rise . By performing it

And I have Eat a lot from Researchers rea Administration And the book in a identification Concept Link Career And that from Corners different, where .(٢٠٠٩)Ann Macleod et alThey know Link Career That he is phrase on Create Opportunities For employees To communicate with all from Their And the colleagues And managers organization In a way big, as that it phrase on construction environment to encourage And motivation You pay employees To achieve Their desires To communicate with Their work and attention Actual With performance t Function In a way Good, this Concep Takes As Flexibility And change And improvement Continuous, so He should on the organization that Working on development And enhance Link Career for employees, The command that Requires Existence relationship Self Two directions iend Work, between Employee And a fr organizations associated she has

Valuable Authentic, And evidence Clear building on trust And justice on Basis Respect Mutual, where Promises And commitments Be in Two directions between employees And friends the job It is necessary t And loyalty With it, as Understand i well that employees Associated With their work phrase on People Involved Freely, and be on ready that give Effortless distinguished, As Part no Indivisible from Activity Daily At . work

Michael and Jeremy (٤٤) ٢٠١٢
ink Career he condition that L **indicate** from Positivity, vitality, sincerity and motivation Emotional Associated With happiness in Work, and it has they found agree in The opinion on that Link Career maybe tariff on that it levels High from energy And levels . ng in the jobHigh Of shari

It is clear **Karjalainen , A. AD ٢٠١٥** that job relatedness Shop interest (٤٢) Leaderships Administrative With organizations Due Because he Cares about With needs And expectations The audience Internal Than impact on efficiency the organization where that ore it whenever He was Employee m Relatedly In the organization whenever He was more Enabled, no Associated Link Career By performance Behavioral For the employee Just , and specializes the condition Cognitive With beliefs Members the organization around conditions Work and status itive With feelings employees Cogn Toward the organization And it is related With variables Other Like satisfaction Career And motivation And values the organization And pattern Leadership And he is affected

With several variables As a policy the
nd justice organization A
.Organizational
And he mentions **Verčić , A. & Vokić
, N.** that the link Career (٥٠)AD ٢٠١٧
Important for any organized with all
groups interests And the first of them
The audience Interior, in area relations
ons the public The administration relati
Driving to Link As an ingredient
Important supports Attempts
Organizations To achieve integration
And interaction And share with groups
interests, as maybe look To the
association as an umbrella that
includes all of the organization's
.efforts

**results related to First: R
administrative empowerment, its
dimensions, and its relationship to
:job engagement**

The result of the study agreed with the
Ashwaq Saud, the study of result of
**Muhammad ٢٠١٢ Naglaa Ibrahim
Mahmoud slave dear ٢٠١٧ Khalifa
. AD ٨ ٢٠١**

Ashwaq Saud, Naglaa e study ofTh
concluded that (٤) ٢٠١٢**Ibrahim**,
where I showed results the study That
Individuals the sample They have
Engagement big With their job as it
turns out that Empowerment Career As
a whole Especially Dimensions (٤)
essional, And work development prof
In spirit the team, And independence
And freedom Act and participate in to
make Decisions And draw Policies
on Link career, And (%٧٦,٢)effect By
it turns out That after Development
Professional for him Impact the biggest
I have Female on Link Career
employees Female administrators in
Ministry Next after the job In spirit

The team, then Independence And
freedom act, Next after Share in to
make Decisions And draw Policies,
except that after me to have the
ty information And delegation Authori
. did not They affect on Link Career
concluded study **Muhammad's**
to results (٢٥)AD ٢٠١٧**successor**
The most important of them Existence
relationship Engagement Expulsion
positive And morally between
Transparency Administrative Overall
. Link Career And between degree
**arrived study Mahmoud slave I have
dear** Results next to (٢٨)AD ٨ ٢٠١
Existence relationship Moral Positive
between head the money Psychological
And the connection Career in Hospitals
Shop The study indicates Results to
y level high from that there Availabilit
head the money Psychological I have
body Nursing In hospitals And the
centers Medical position Application
He will make them more Realizing For
quality Relationship Mutuality with
President Direct for them, The
o improve command that Reflected on t
And strengthen degree Their
connection With their work.

**Second: Results related to
:administrative empowerment**

The result of the study agreed with the
both of the study of results**Innerson,
A and ٢٠٠٨ Mehردادet. Al AD ٢٠١٣
٢٠١٦ Hamidi -Manal Al ٢٠١٧
. AD ٢٠١٧ Human Hassan**

A study has foundA ٢٠٠٨ Emerson
to necessity Keen (٤٠)AD ٢٠٠٨
Administration on practice And
encouragement style Enable staff with
interest By calling With employees
And attention Takes With their
on opinions with necessity evaluati

means Connection in which He is Connection in both Both directions . as He should that He is for them The opinion in Issues that factoring, With what He makes them feel With their importance And appreciation the organization For their efforts And their . thoughts And their suggestions

A study came up Mehrdad et. Al to Existence (٤٣)AD ٢٠١٣ relationship between Enable staff Dimensions of access to the information, System rewards, . Efficiency and satisfaction Career

Hamidi -A study came up Manal Al to several results Of (٣١)D A ٢٠١٦ which that Members body Teaching Totally Enjoy At a level Enable functional middle and that trends Members body Teaching towards Dimensions Empowerment She was differentiated and that there relationship Expulsion And strong ction Statistically between Fun Empowerment Career Their . guardianship Organizational

A study came up Human Hassan for existence Effect (^AD (٢٠١٧ Dhu indication Statistic To enable staff In its dimensions, delegation Authority ecision participation in take the d freedom Action, freedom Access to the information And achieve strategy Differentiation And strategy the focus .in Hospitals Private

Third: Results related to job :engagement

The result of the study agreed with the :of the study results of al Amal Kam .AD ٢٠٢٠ AD, Nisreen on ٢٠١٧ by Amal Kamal arrived Study I have to Existence relationship (٥)AD ٢٠١٧

Positive between Quality of life the job . And the connection Career

٢٠٢٠ Nisreen on And I arrived study issues from Results from The (٣٤) AD rtant of them that level most impo Availability Link Career I have Parameters Schools high school In Mecca Al Mukarramah from Destination consideration Female leaders may be It was (average) and it was came Dimensions According To arrange the next after Absorption .dedication, Vitality

to the **The researcher attributes this** importance Empowerment Administrative where Lets the field to figure staff for the value of the function on road Their feeling That they are An element Essentially They affect tedAnd they are affec With it via game Roles Substantial And their contributions different that Increase from development the job It helps Administrative empowerment on Availability Opportunities To invest Energies and employees' capabilities Innovative And increases from pportunitiesO Train them And teach them With what He investigates for them Proof Their presence Within the university ...The employee is more effectiveness When Enjoy As much as from Empowerment compared to the employee that It is considered Restricted other And able on take Decisions In a way independent where that Empowerment increases from His ability on investigation Goals the university Than Makes it more effectiveness In which.

And longer Link Career status Positive linked By work Feel from During it The individual Ban the job possesses

him, And it can Describe it from during three Dimensions These are : vitality, and dedication, And preoccupation, this is due to the importance Link Career where Lie in that it Enters in core Relationship cause eats what He does Functional, be it Individuals And how They act in Their roles gesticulate that Makes them They pursue Behavior In ways Other from Okay investigation Goals the organization And their goals Personal on Limit Either way, there is een Employee Differences big betw Associated with “ ” and performance employee normal, and how maybe give employees Guidance and support And encouragement that They need mechanism if what I want for them investigation future professional successful in the organization with rmony Their talents Their aspirations ha depend on the characteristics Personal It is represented In "Values trends, motives, and characteristics Functional is in Incentives, job autonomy, type Function ,and characteristics Social are in Which the job with others Sh . take Decisions, and feelings success

: This answers the third question what she Relationship between " Empowerment Administrative And the connection Career For specialists " ? Athletes At the university Banha

• **sions and recommendationsConclusion** ght of the research objective and In li question, in light of the research sample, and through the method of statistical processing of data and the results reached by the research, the researcher was able to reach research conclusions during and after applying

he two questionnaires for the t :following

First: Special conclusions Extent of application Empowerment Administrative I have Specialists ?Athletes At the university Banha

– There are statistically significant **effective delegation** differences for the een the research sample in betw **axis yes direction** the three responses in the as it allows the participation of sports ‘ specialists in making administrative decisions because they have the ability to persuade others and the management’s confidence in their s and taking into account their abilitie .ideas and suggestions

– There are no statistically **No.** significant differences in statement ‘ **effective delegation** in the axis of (Λ) which delegates sufficient authority to .management to accomplish tasks

– ally significant There are statistic **direct** differences for the between the **communication axis** research sample in the three responses as the ‘**of yes** in the direction information available and transmitted through communication channels helps .sports specialists know their roles

– There are statistically significant **the work team axis** differences for between the research sample in the ‘ **yes direction** three responses in the as it helps the sports specialists’ commitment to their work tasks within the work team, cooperation between them and their direct superiors, work in a team spirit, and appreciation and .respect among colleagues at work

- There are statistically significant **the motivation axis** differences for between the research sample in the 'sof ye three responses in the direction where you trust Administration in Their abilities on The performance With deeds Assigned and encourage and support them by achieving justice .in the available incentives system

Second: Special conclusions The reality of job engagement I have Athletes At the university Specialists ?Banha

- There are statistically significant **vitality axis** differences for the between the research sample in the 'of yes three responses in the direction where sports specialists feel energetic and strong at work and happy when .oing to workg

- There are no statistically **No.** significant differences in statement axis by not having **on the vitality (✓)** the ability to continue working long .hours

- There are statistically significant **dedication axis** differences for the h sample in the between the researc ' **yes direction** three responses in the as the job helps them to show their energy, feel the meaning and purpose behind their work, and feel proud of .their work

- There are no statistically .significant differences in statement No axis Function **dedication in the (✓)** Not a source incentivize And . inspiration for them

- There are statistically significant **preoccupation axis** differences for the between the research sample in the 'of yes three responses in the direction ything as they do not care about an other than their work, lack of feeling of .time, and increased focus at work

- There are no statistically **No.** significant differences in statement .**the exhaustion axis** on (✓ , ✓)

Third: Special conclusions By relationship between Empowerment tive And the connection Administra Career For specialists Athletes At .? the university Banha

- There are relationship Relationship Expulsion Strong While between Administrative empowerment With his interlocutor and the functional connection with his interlocutor among . sports specialists at Benha University **This research includes the recommendations reached by the researcher through theoretical studies and analysis of the results, as well as field studies carried out by :the researcher as follows**

- that care Leaderships Administrative Supreme in Institutions With investigation More from Empowerment Administrative staff when So from Role in Achieving .business goals

- interest With dimensions Empowerment Administrative All at .once

- interest By authorization ke available the Authority To ma

opportunity For employees To
implement Duties Flexibly And
. success

- interest With development
Capabilities For employees
Administrative until They can from
performance Their work In a way good

- interest With dimensions Job
.at once connection All

- Work to encourage and motivate
employees with incentives Materialism
And moral when So From the turn in
Their connection to work and
. endurance Hardships

- Conducting training courses on
an ongoing basis for employees to
nity and develop the spirit of commu
.work teams

- to provide Opportunities Rising
Even for employees Checks for them
the weather the assistant in to bear
Pressures Developing their connection
.to work

• **the reviewer**

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