Building an inspirational leadership standard for administrative leaders to manage sports activity Sports clubs

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Introduction and Research Problem:

Some say that leadership is the equivalent of the term administration, where they say that the administration is the art of directing human activity towards achieving the desired goals through specific regulations, decisions and orders using reward and punishment. Leadership is the ability to guide the leaders to achieve the desired goals by raising their motives without resorting to reward and punishment.

Because of the importance of leadership, it has evolved until many types of leadership have emerged, including transformational leadership, charismatic leadership, transaction leadership, and finally inspiring leadership. (5: 568)

Merriam-Webster (2006) has been inspired by the profound impact on mind, spirit and inspired word in Latin for the transmission of inspiration or spirit. (12: 7)

Joyce (2009) points out that Inspirational Leadership is one of the leadership styles that requires a leader to have some special qualities such as the determination to think about subordinates before thinking about himself and putting them in his eyes to show them how interested they are not to watch them, Directing the followers towards performance in their favor before their interest, and having the ability to initiate an apology and admit error when they work, and flexibility to change when needed. (11: 3)

Bass Bass (2007) points out that the inspirational leader is the enlightened, enlightened, preconceived leader who is aware of the problems before they occur. Through this, the followers begin to have certain perceptions of the leader that they trust and confidence grows gradually, Inspiring by dealing with events and things and attitudes and participation to follow up in different things. (6:21)

Fang (2013) defines inspirational leadership as "the leader's ability to effect positive self-change among practitioners, identifying risk factors, managing time well, dealing with credibility, clarity and transparency in self-presentation, continuous renewal of communication with practitioners, stimulating and stimulating practitioners (10: 81)

Sagaciti (2009) adds that the inspirational leader is characterized by having a vision that he tries to develop with his followers, an effective plan to achieve his vision, leading by being an example and a superior example of his follower, developing and developing his followers, focusing on building confidence between him and his followers, And his courage to stand up to difficulties. (14: 32)

Chelladurai (2007) states that the inspirational leader is the one who can formulate a common vision, is stimulated by influence of persuasion and influence and has the ability to inspire Inspirational Communication from verbal and nonverbal communication, environmental, innovative ways and means, active listening and appreciation of attitude to reach the goal, , Drawing a holistic picture or map of action, attracting the attention of practitioners, positive social reinforcement and diversification of leadership behavior, feedback, positive reinforcement, and distinguishing between his actual behavior and the behavior required to do (7:28)

After studying the Arabic and foreign studies, the researchers see that the concept of inspirational leadership is a modern concept and has not been studied extensively in foreign and Arab literature in this field. There are also many studies and researches dealing with sports activity. Most of these studies sought to identify the objectives of the sports activity management Or the development of a proposed model for the management of sports activity or the evaluation of the management of sports activity and the regulations governing the sport activity, but these studies did not address the administrative activity as a leader has a vital role and important, one of the most important members of the system of work responsible for the results and performance results, The second factor focuses on innate talent and acceptance, while the third focuses on the dominant leader. The second factor focuses on innate talent and acceptance. The fourth factor (skills and competencies of the leadership) works on the basis of stimulating and stimulating the potential of practitioners through full cooperation between him and them and showing love and dedication to work, mutual trust, it depends on attracting practitioners, and The fourth factor, which expresses inspirational leadership, is the continuous effectiveness and success of the specialists and administrators of the sports activity, from the planning phase through the implementation phase to the evaluation phase. Therefore, the researchers are trying to build a scientific tool to measure the inspirational leadership of the administrative leaders in the sports activity .
Search aims:
The current research aims to build an inspirational leadership standard for managing sport activity in sports clubs.

Previous studies

The study aimed at assessing the dimensions of the inspirational leadership that the employees of the Egyptian Telecom Company have achieved. The study examined the effect of the dimensions of the inspirational leadership and the overall measure of the inspirational leadership in the dimensions of the anti-production behaviors and the overall measure of the behaviors. The results of the study showed the importance of the inspirational driving scale from the point of view of the opposite effect in all dimensions of the anti-production behaviors (aggression against others, Sabotage, and the deviation of production, withdrawal, theft) and the scale of the kidney of these behaviors, the study also demonstrated that under the inspirational leadership style and scale inspirational leadership can Mraossin evaluate their president positively of several aspects Kalhamas, love and service personnel.

The study aims at linking the characteristics of the inspirational leadership with the strategic surprise, as well as facing the reality of the strategic surprise in the organizations concerned in light of the indicators expressed and achieving the actual reality. The researcher used the descriptive approach. The sample consisted of (106) employees of the organizations in Iraq. The researcher found the characteristics of inspiring leadership in the organizations under study , And that the strategic surprise exists in the organizations that must be prepared and confronted.

The study aimed at the availability of inspiring leadership in the sport sector in the United Arab Emirates, And the extent to which the dimensions of the inspirational leadership (seeking truthfully to achieve the interests of others, trust and reliability, ability to empathize, good listening, belonging and orientation towards the development of a common vision) The researcher used the descriptive approach. The research sample consisted of (306) workers in the sports sector in the UAE and the sports sector including the General Authority for Youth and Sports Welfare and Sports Federations. The researcher used the comprehensive inventory method in data collection And the validity of hypotheses, and one of the most important results of the research that the leadership of the affected affect the ethical behavior.

The study aimed at determining the existence of inspirational leadership within the conference center and determining the nature of the relationship between the inspirational leadership and the behaviors of organizational citizenship. The researcher used the curriculum The researcher found that the employee codes for the inspirational leadership dimensions are not significantly affected by the type of the leader. The staff codes for the dimensions of the inspired leadership are significantly affected by the work years of the employee under the supervision of the leader. Significantly affect the behavior of organizational citizenship-oriented organization as a whole, and the dimensions of the

inspirational leadership moral influence in the behavior of organizational citizenship to confront certain individuals.

- Nantamu (2012) conducted a study entitled "Leadership, Organizational Justice and Proposals to Enhance Human Health Resources in Sub-Saharan Africa." The study aimed to test the impact of reciprocal, transformative and inspiring leadership in the perceptions of organizational and motivational justice workers and organizational citizenship behaviors. Of private hospital workers. The researcher found that inspirational leadership positively affects the behavior of organizational citizenship, while the pattern of transformational leadership affects the tendency to leave work.

- Echern (2010) conducted a study entitled "Understanding Inspiration and Inspirational Leadership in the Workplace by Leading Leadership and Transformational Results." The study aimed at re-testing the previously achieved results on the effect of different types of intelligence on the inspiring leader building and the impact of inspiring leadership on organizational effectiveness , And the research sample was (363) employees of different organizations in the United States of America, and the researcher concluded that emotional intelligence is the most important patterns of human intelligence in building the inspiring leader, and inspiring leadership positively affect organizational effectiveness.

- The study aimed at reaching a good concept and developed for inspirational leadership, and exploring the impact of inspirational leadership in the additional efforts of the workers. The sample of the study was in the application to some tourism companies in European countries. Different, and the researcher reached two important dimensions of the leadership, namely the mental image that the leader leads to his followers, the bases that the leader can make his followers embrace, and that there is a significant effect of the former dimensions on the extra effort of the workers

- Stefan Stefan (2009) studied the application of the government sector in the field of medicines and banks. The aim of this study was to identify the inspirational qualities of the leader and to explain the impact of the inspirational leadership on the organizational performance and morale of the employees. The most important results of the study are the presence of a strong and strong influence of the inspirational leadership in the organizational performance and raise the morale of the employees.

Search procedures :

The researchers used the descriptive approach.

The research sample :

The sample was randomly selected by the administrators of the sports activities of Zamalek, Ahli, Al Shams, Al-Jazira, Al-Sayad, and October 6. The sample size was 98 persons.

Data collection tools:

The researchers have built the measure of inspiring leadership of the administrative leaders in the sport activity, through the problem of research and its purpose: The following steps have been taken to do so:
- Determination of the basic dimensions of the scale: This selection was based on the opinion of a group of specialists as well as access to previous studies and some scientific sources related to the subject of research, has been identified (4) dimensions in the field of leadership inspirational:

1. Trust and reliability.

2.Empowerment
3. Communication.

4.Inspirational motivation.

A number of statements were formulated as behavioral indicators expressing these aspects totaling 61 words. The researchers presented the scale in its preliminary form to a number of (5) specialists in the field of sports administration at the Faculty of Physical Education for Boys at Helwan University. Identify the following:

1. Whether the phrases belong to dimension?
2. The adequacy of the statements under each dimension and the opinion of deletion or addition?

The authors have modified some of the terms that the arbitrators have agreed to change in order to become clearer to the standardization sample. A tripartite scale of assessment (highly agreeable, moderately agreeable) The arbitrators.

Table (1) The number of phrases in each dimension of the scale

	Name dimension	Number of phrases
١	Trust and reliability	١٧
٢	Empowerment Capacity	١٥
٣	Communication	١٩
٤	Inspirational Motivation	١٠
Total		٦١

Table (1) shows the number of phrases in each dimension of the dimensions of the inspirational driving scale, which is the number of phrases (61) words.

Scientific parameters of the inspirational driving scale:

The researchers verified the validity and stability of the scale through the responses of the sample members with the necessary statistical analyzes that achieve the goal, during the period from 18/1/2017 to 27/3/2017 as follows:

A / Validation of the scale:

The researchers performed the initial steps in constructing the scale, which were mentioned in the steps of the measurement of the scale. The researchers verified the validity of the scale as follows:

- Consistency of internal consistency:

The researchers verified the validity of the scale by using the validity of internal consistency as an indicator of the veracity of the scale by finding the binary correlation between the degree of each individual and the total score of the dimension to which it belongs by applying the dimensions of the scale to 98 individuals. As follows:

Table (2) Correlation coefficients between the score of each position and the total score for each dimension of the inspirational driving scale (n = 98)

The first dimension The trust and reliability		The second dimension The ability to empower		The third dimension Communication		The fourth dimension Inspirational motivation	
م	Coefficient of correlation	م	Coefficient of correlation	م	Coefficient of correlation	م	Coefficient of correlation
1.	٠,٥٤١	1.	٠,٠٤٠	1.	٠,٣٦٥	1.	٠,٥٤٩
2.	٠,١٣٦	2.	٠,٥١٢	2.	٠,٦٥٦	2.	٠,٥١٨
3.	٠,٦١٥	3.	٠,٣٦٢	3.	٠,٥٤٥	3.	٠,٥٨١
4.	٠,٥٢٠	4.	٠,٤٣٥	4.	٠,٤٣٧	4.	٠,٥٢٣
5.	٠,٤٩٦	5.	٠,٥٢٥	5.	٠,٠٥٧	5.	٠,٦٤١
6.	٠,٦٣١	6.	٠,٥٠٨	6.	٠,٤٠٤	6.	٠,٥٠٣
7.	٠,٧٤٥	7.	٠,٤٣٧	7.	٠,٤٧٥	7.	٠,٣٧٧
8.	٠,٤٣٥	8.	٠,٤٤٧	8.	٠,٣٨٦	8.	٠,٦٤٢
9.	٠,٣٨٣	9.	٠,٤١٨	9.	٠,٥٦٧	9.	٠,٤٧٠
10.	٠,٤٢٢	10.	٠,٥٢٨	10.	٠,٤١١	10.	٠,٤٧٠
11.	٠,٤٦٦	11.	٠,٧٣٥	11.	٠,٠٦٩		
12.	٠,٤٦٣	12.	٠,٤٩٤	12.	٠,٥٥٦		
13.	٠,٤٧٦	13.	٠,٤٩٩	13.	٠,٦٨٣		
14.	٠,٧٨٩	14.	٠,٥٣١	14.	٠,٥٩٤		
15.	٠,٥٦٤	15.	٠,٣٧٢	15.	٠,٠٩٣		
16.	٠,٦٨٧			16.	٠,٥٥٢		
17.	٠,٧٣٦			17.	٠,٥١٤		
				18.	٠,٦٤٢		
				19.	٠,٧٦٧		

* The value of "t" table at (0.05) = 0.195

It is clear from Table (2) that the values of correlation coefficients between the score of each position and the total score for each dimension of the driving command scale were all statistically significant at (0.05) except the number "2" Thus, the number of the third dimension "16" becomes a phrase, and no phrase is deleted by the fourth dimension. Thus, the number of phrases in the second dimension becomes "14" 56 "phrase is an acceptable degree of honesty.

B / Reliability of the inspirational driving scale:

The researchers investigated the Reliability of the scale by extracting alpha alpha stability values for each of the dimension dimensions of the inspirational driving scale according to the Kuder & Richardson equation and according to the Cronbach adjustment. These results are shown in Table 3:

Table (3) Alpha Alpha coefficient values to drive the inspirational driving scale

م	Name dimension	(Alpha)
1.	Trust and reliability	٠,٧٩٦
2.	Empowerment Capacity	٠,٧٨٤
3.	Communication	٠,٨٠١
4.	Inspirational Motivation	٠,٧١٥
Total		٠,٨٢٦

* T value of the t-table at the degree of freedom (96) and the level (0.05) = 0.195

It is clear from Table (3) that the values of the coefficients of alpha-stability are between (0.715 and 0.801) indicating that the scale is an acceptable degree of Reliability.

C) Standard levels of inspirational driving scale:

T.Cores, or Derived Standard Scores, have been extracted to calculate the parameters from the raw grades. This procedure allows for precise interpretation of the scale on the scale. The following table shows the raw grades of the standardization sample of the inspirational driving scale and its T or standard interviews.

Table (4) The raw, standard and tertiary grades of the sample samples on the inspirational driving scale

م	Raw score	Standard score	T score
1.	126	-2.7	23.0
2.	132	-1.6	34.4
3.	133	-1.4	36.3
4.	134	-1.2	38.2
5.	134	-1.2	38.2
6.	135	-1.0	40.1
7.	136	-0.8	42.0
8.	137	-0.6	43.9
9.	138	-0.4	45.8
10.	139	-0.2	47.7
11.	140	0.0	49.6
12.	141	0.1	51.5
13.	142	0.3	53.4
14.	143	0.5	55.3
15.	144	0.7	57.2
16.	145	0.9	59.1
17.	147	1.3	62.9
18.	148	1.5	64.8
19.	149	1.7	66.7
20.	152	2.2	72.4
21.	153	2.4	74.3
	Mean ١٤٠,٢٢٤ =	**Std.Diviation = ٥,٢٦٧**	

Table (5) Estimated levels of inspirational driving scale scores

Grade Level	Level	Number of Individuals	Percentage
فاكثر (١٥٤)	excellent	٧	7.1
(١٥٣ - ١٤٨)	Very good	١٧	17.3
(١٤٨ -١٤٣)	Good	٢٩	29.6
(١٤٢ -١٣٧)	Average	٣٩	39.8
(١٣٦ – ١٣١)	Accepted	٥	5.1
فاقل (١٢٦)	Less weak	١	1.0
Number and percentage		٩٨	

Table (5) shows the estimated levels of the results of the research sample on the inspirational driving scale, which included (6) levels of estimation and comparing the average score of (140.224) at the previous levels, it was found at (137-142)

Conclusions:

It was possible to build a measure of inspirational leadership of the administrative leaders in the management of sport activity in sports clubs, which consists of (56) words distributed on (4) dimensions were as follows: 1. The measure of inspirational leadership of the administrative leaders of sports clubs was built in its final form according to the statistical distribution which consists of (56) words divided into four dimensions: the first dimension: trust and reliability. The number of expressions of this dimension reached (16) : The ability to enable, and the number of expressions of this dimension (14) Gateway - the third dimension: communication - The number of expressions of this dimension (16) words. Fourth Dimension: Inspirational Motivation, - The number of expressions in this dimension (10) phrases.

Recommendations:

- The researchers recommend that the concerned bodies in the sports clubs apply this measure because it is important to know the availability of the characteristics of the inspirational leadership of the administrative leaders.
- Providing care and attention to the administrative leaders through the courses of refinement in the dimensions of leadership inspirational, especially in trust, reliability, communication and motivation inspirational.
- The researchers hope that this research will be a new addition and a modest contribution in the field of sports management List of Arabic and foreign

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