

**The contribution of organizational commitment in determining the level of Administrative creativity Of the athletes specialists at the Ministry of State for Sports**

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Contemporary organizations operate in a changing and complex conditions which imposed by many challenges which never seen before and it is imperative that these organizations face such challenges quickly and efficiently.

The significant effects of organizational commitment to the success of the organization and continuity in the business environment, success of the organization and their access to their objectives linked to the extent of the faith of personnel to these goals, by their conviction.

The administrative creativity combination of decisions that enable the individual to produce new ideas and excellence in order to solve a problem or to develop a system in place to work to ensure the achievement of the organization, which works out goals.

In light of this research it aims to identify the contribution of organizational commitment in determining the administrative level of the creative specialists athletes at the Ministry of State for Sport.

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I have been using the descriptive method for suitability to the nature of the research and included a sample search on the number (150) of the specialists athletes at the Ministry of State for Sport,

The researcher had used as a tool to collect data two forms of questionnaire (organizational commitment specialists athletes- the administrative creativity of specialists athletes) from design researcher.

And it reached the search results to the organizational commitment and the level of administrative creative level high level of specialists athletes as well as a correlation extrusive statistically significant between organizational commitment and administrative creativity

and finally get the first dimension (emotional commitment) at the highest rate of contribution,

Which followed by the second dimension (commitment standard) to determine the level of administrative specialists athletes creativity with the Ministry of State for Sport, in accordance with the views of the research sample.

1-Organizational commitment

2- the administrative creativity

3 - the Ministry of State for Sport

### **Introduction and research problem:**

Contemporary organizations operate in a changing and complex conditions imposed by many challenges never seen before and it is incumbent on the face of

such challenges quickly and efficiently organizations,

And their administrative and technological development and the accompanying changes in the policies impose a lot of challenges for organizations, particularly service organizations. (3: 260)

The commitment of the important phenomena in human life in general is linked to the success of any organization or institution to increase its productivity and its ability to achieve its objectives and this undoubtedly depends largely on the extent of a role model of its members

And their competence and the strength of their performance, the more employees the organization at a high level of commitment to their work

whenever managed this organization play its role and achieve their desired objectives. (2:22)

And Stallworth. HL, (2003) (16) refers that organizational commitment is one of the behavioral phenomena for which had received a growing interest by many writers,

of what constitutes significant effects in the organization's success and continuity in the business environment.

This is because the secret of interest to abide by the regulatory administrative phenomenon to take care of the individual role in the organization where that individual is the cornerstone of any organization and its importance outweigh the importance of any element or other means of production. (10: 284)

Hence, the success of the organization and their access to its goals associated significantly with the extent of the faith of personnel to these goals, by their conviction and their quest to reach to achieve them and their sense of matching these objectives with their personal goals or self, or at least proximity to them. (2:23)

And it adopts this search on talk of integrated entrance to the study of organizational commitment, which is a set of reciprocity relations between the individual and the organization on the part of the strong desire to continue to work with the organization on the other hand,

and this includes the entrance three dimensions are emotional

commitment, the commitment standard, ongoing commitment. (3: 268)

The creativity is, in essence, change, and change demand vital to many of the administrative institutions, under an accelerated events and the many changing environment highlights the need for the institution of creativity to be able to provide what is new and to be able to continue and survive under these dynamic environments,

and creativity can not be the founder of only continue, But it can compete and deliver what is new and thus enable them to grow and prosper. (6: 463)

Tawfik Alagalla siad that: "The administrative creativity is a combination of capabilities that enable

the individual to produce a new idea, distinct, viable, in order to solve a problem or to develop an existing system or a concept or a practical approach to the implementation of the work of the Organization,

so as to ensure the achievement of the objectives efficiently and effectively." (5:14)

And Bassam Al Enzi refers: "that the administrative creativity is the style of administrative depends on the human element mainly by offering distinctive solutions to the problems and the performance of work methods and new ways in light of the use of elements of originality and versatility,

flexibility and risk and sensitivity to the problems." (4:35)

It supports the strength of any organization in it apart from other organizations.

Thus, the human element has become one of the key to the success of the Organization's constituents as the availability of an organizational commitment to workforce may enable it to the burdens of work and achieve the objectives of the organization through the administrative creativity,

The Ministry of State for Sports are important in the Arab Republic of Egypt service organizations sports Kmennizh serving sector senior citizens with all ages and levels and availability and services provided by various departments,

and what specialists athletes at the Ministry of State for Sport Khaddmaa an important role they have to be characterized by a level of administrative creativity to do their part in achieving business goals are advanced non Rotsenah to meet the administrative development and appearing level a service decent Please beneficiaries of the services provided,

and this stems from their commitment through organizational towards their place of work to achieve the desired goals and that's what this study is trying to detect the contribution of organizational commitment in determining the level of administrative creativity of specialists athletes at the Ministry of State for Sport.

**Aim of the research:**

This research aims to identify the contribution of organizational commitment in determining the level of administrative creativity through the identification of both:

1-Organizational commitment of specialists athletes at the Ministry of State for Sport level.

٢ The level of administrative creativity of athletes specialists at the Ministry of State for Sport.

٣ The relationship between organizational commitment and creativity of the administrative athletes specialists at the Ministry of State for Sport.

٤ The contribution of the dimensions of organizational commitment in determining the level of administrative creativity of specialists athletes at the Ministry of State for Sport.

**Research Methodology:**

The researcher used the descriptive method of statistical surveys to conduct this study for relevance to the nature of this research, where the description of what is an object.

### **population and the research sample:**

The community and the research sample was selected randomly from specialists athletes working at the Ministry of State for Sport - the Arab Republic of Egypt, it was selected number (30) sports Specialist random from the research community way and not sample the core in order to conduct the survey and calculation of scientific transactions to form questionnaire,

The questionnaire was applied finalized on basic research sample and

numbered (150) sports specialist.

### **Data collection tools:**

-The researcher used two forms of a questionnaire as a tool for data collection followed the following:

A - access to specialized scientific literature in the field of research problem, as well as the related subject of the current study Studies.

B) in the light of the results of what has been reached to check out two forms of the questionnaire was constructed as follows:

### **The first questionnaire:**

#### **Regulatory compliance of specialists athletes:**

.^The researcher determine the dimensions of the questionnaire and phrases that fall under each dimension.

.^The display form of a questionnaire to a group of experts (Attachment 1) in

the image of the initial (a) where included the three dimensions of (19 words) (Attachment 2) to solicit their views and that in the period from 09/07/2013 m to 25/7 / 2013.

.<sup>3</sup>All the experts agree to the dimensions of the questionnaire, as consented researcher ratio 70% or more of the views of experts on the appropriate form of a questionnaire phrases (Attachment 3)

.<sup>4</sup>through expert opinions about the appropriate questionnaire phrases statement has been no transfer (6) of the second dimension (normative commitment) to the first dimension (emotional commitment) and became the No. ferry (7), as has been amended wording (2) of the third dimension (continuing commitment.)

.<sup>5</sup>The application of the scoping study to form questionnaire in the image of the initial (b) (Attachment 4) on a sample of (30) sports Specialist of the research community and not from the sample under study in the period from 04/08/2013 to 08/19/2013 .

### **Questionnaire II:**

Creativity administrative specialists athletes:

1-The researcher determine the dimensions of the questionnaire and phrases that fall under each dimension.

2- The display form of a questionnaire to a group of experts (Attachment 1) in the image of the initial (a) where included five dimensions of (24) is (Attachment 2) to solicit their views and that in the period from 09/07/2013 to 25/7 / 2013.



3- All the experts agree to the dimensions of the questionnaire, as consented researcher ratio 70% or more of the views of experts on the appropriate form of a questionnaire phrases (Attachment 3.)

4- Through expert opinions about appropriate phrases questionnaire was modified wording (1) in the fourth dimension (sensitivity to problems), as has been amended wording (3) in the fifth dimension (risk.)

. ° The application form for the exploratory questionnaire study in the initial image (b)

(Attachment 4) on a sample of (30) sports Specialist of the research community and not from the sample under study in the period from 08/04/2013 to 08.19.2013 .

### **Experiment measures:**

The researcher apply the two forms of the questionnaire

(organizational commitment specialists athletes –

the administrative creativity of specialists athletes) in its final form (Attachment 5) on a

research sample of specialists athletes at the Ministry of State for Sports and the number members (150) sports Specialist

after confirmation of the validity and reliability of the questionnaire has been

the application procedures in the period from 09/01/2013 to 10/10/2013 .

### **Statistical processors used:**

1- Descriptive statistics.

. √ Pearson correlation values.

2- Alvaro Banach values.

.ξprediction equation  $Y = a + b_1 x_1$

As the dependent variable = y = a fixed amount

Variable shareholder = b SMA him = x

**Presentation and discussion of the results:**

The following are present and discuss the results and interpreted in the light of the answer to the research questions through the theoretical framework of the research, studies and research reference.

**Table (1)**

**The arithmetic mean and standard deviation and coefficient of torsion of the responses of the sample on the dimensions of organizational commitment under study questionnaire (n = 150)**

| serial | Dimension             | x     | SD   | L      |
|--------|-----------------------|-------|------|--------|
| 1      | Emotional commitment  | 18.10 | 2.70 | 1.44 - |
| 2      | Normative commitment  | 12.94 | 1.79 | 0.945- |
| 3      | Continuing commitment | 14.46 | 2.60 | 0.364- |
|        | Total score           | 45.50 | 6.11 | 0.873- |

Is evident from Table 1 that:

Varied arithmetic mean values of the responses of a sample search on the dimensions of organizational commitment specialists athletes questionnaire, which was limited to torsion between coefficient

(+3, -3) which shows the subordination of the sample of the curve equinoctial.

It is noted from Table (1) that the arithmetic average of after emotional commitment to the highest averages

reaching (18.10), while came after the ongoing commitment in the second arrangement where was the arithmetic average (14.46)

After the commitment standard came in third, and final, reaching the arithmetic average (12.94), and emotional commitment to obtaining first place in the dimensions of organizational commitment,

it refers to the emotional link to specialists athletes importance of their work at the Ministry of State for Sport and also their understanding of the unique characteristics of the independence of their work and skills.

And it refers Choong et al., (2011) (14) that the worker who has prevail emotional commitment will

be the intensity of his commitment to job than it takes his career to help his organization in achieving its goals" .

Moses study results also showed good religion, Mahmoud al-Najjar (2015) (13) agreement with the current study, that is the strongest emotional commitment within the organization, but they differed with the current study, there is no acceptable level of normative commitment.

It also noted from the table (1) that the total score for the commitment of the organizational is (45.50), and this shows that the organizational commitment to members of the research sample of specialists athletes at the Ministry of State for Sports at a high level

because this class is limited to between (43-54) as an indication of the level Higher organizational commitment.

The researcher attributes that characterize the sample of specialists athletes at the Ministry of State for Sport accepting of the objectives of the ministry and the desire to stay and continue to members of the organization which is reflected on their behavior.

This is indicated by the Sami affectionate "The high organizational commitment level increases the importance that emerges through the multi-effect levels, At the individual level, contribute to raising the level of job satisfaction and stability they have,

either at the corporate level, it increases

the level of belonging to the organization and increase productivity,

while the social level leads to create an atmosphere of interdependence among workers in the organization, and with respect to the national level leads to increase national revenue through the efficient and effective performance of personnel Organization (8:16)

The consistent result of this study with the results of a study both visions Rashid (2012) (7),

Mohammed Kherhom (2011) (12), Inas Fouad (2008) (2) in determining organizational commitment level through for the research sample to a high standard of organizational commitment.

These results are derived from a table (2) answer to the first question, which states:

"What is the level of organizational commitment of specialists athletes at the Ministry of State for sport".

**Table (2)**

**The arithmetic mean and standard deviation and coefficient of torsion of the responses of the sample on the dimensions of the administrative creativity questionnaire under study (N = 150)**

| serial | Dimensions              | x     | SD   | L      |
|--------|-------------------------|-------|------|--------|
| 1      | Authenticity            | 13.01 | 1.99 | 1.26-  |
| 2      | Fluency                 | 10.34 | 1.65 | 1.09-  |
| 3      | Flexibility             | 13.28 | 1.99 | 1.40-  |
| 4      | Sensitivity to problems | 10.06 | 1.58 | 0.659- |
| 5      | Risk                    | 13.81 | 1.51 | 2.09-  |
|        | Total score             | 60.51 | 7.14 | 1.240- |

Is evident from Table 2 that:

Varied arithmetic mean values of the responses of a sample search on the administrative dimensions of creativity for professionals questionnaire athletes, where confined torsion coefficient between

(+3, -3) which shows the subordination of the sample of the curve equinoctial.

It is noted from Table 2 that the arithmetic average of the following risk was higher averages reaching (13.81) followed after the flexibility (13.28)

in second place, then after originality (13.01) in third place, followed in fourth place after fluency (10.34) and finally came After sensitivity to the problems of (10.06) in fifth and last place.

It attributes the researcher get after risk for first place in the administrative creativity dimensions to the extent of realization of the research sample of specialists athletes at the Ministry of State for Sport members to the need for change and development for the better,

forcing them to risk through their part with courage to new ideas in business performance and take responsibility and accept failure and also accept the criticism of others and the ability to defend their own ideas argument and

implementation and acceptance of others.

Tawfiq Alaglla also noted: "that in the administrative field of work be managers aware of the importance of the element of risk in the investment of the creative energies, and unaware of the need for workers to support and support to withstand the effects of the risk,

forcing them to develop and rewards systems encourage them to accept the risk and bear the consequences (5:30 ).

It also noted from the table (2) that the total score of the administrative creativity is (60.51),

and this shows that the administrative creativity to members of the level of research sample of specialists athletes at the Ministry of State for Sports high level because this class is

limited to between (54-69) as an indication of the level Higher administrative creativity.

It attributes the researcher to the ability of the research sample of specialists athletes at the Ministry of State for Sport to use their mind and take advantage of the potential and the resources available to work to provide and implement the work and staff and the beneficiaries of the services provided by the Ministry of State for Sports useful ideas members.

This has been confirmed Asmaa Jallouli:

"The role of the administrative creativity shows through realization administrators and organizations to the extent of the need for change and improvement in the administrative processes and objectives and through the development of the

performance of employees of different abilities to show all of their creative capabilities and optimal utilization (1: 2.)

The consistent result of this study with the result Samir Ahmed study (2009) (9) that the administrative creativity has achieved a high level in the faculties of qualified Arab teachers as consistent as a result of this study with the results of the study of both the Asmaa Jallouli (2013) (1),

Tawfiq Al agalla(2009) (5) in the arrival of the sample to a high level of creativity of the administrative personnel.

As a result of this study differed with the result Meshal Al Harthy study (2012) (11) to the administrative level of creativity moderately.

These results are derived from a table (10) to answer the second question, which states:

"What is the level of administrative creativity of specialists athletes at the Ministry of State for Sports Affairs."?

**Table (3)**  
**correlation of the values of the total score for creativity administrative specialists athletes The dimensions of organizational commitment specialists athletes questionnaire) N = 150(**

| Total score |        | Third Dimension Continuing commitment |        | The second dimension Normative commitment |        | The first dimension Emotional commitment |        | Organizational commitment questionnaire |
|-------------|--------|---------------------------------------|--------|---|--------|--|--------|---|
| Sign.       | r      | Sign.                                 | r      | Sign.                                     | r      | Significance                             | r      |   |
| 0.000       | 0.600* | 0.000                                 | 0.408* | 0.000                                     | 0.567* | 0.000                                    | 0.586* | Managing Creativity                     |

\*Significance  $\square$  0.05

It is seen from the table (3) that: There statistically significant link between the total score of the administrative creativity and degree of organizational commitment dimensions link.

**Table (4)**  
**Multiple linear regression of the percentage contribution of the dimensions of analysis Organizational commitment in the administrative creativity (n = 150)**

| Contribution rate | contribution Dimensions |                 |       | The standard error | Fixed amount |
|-------------------|-------------------------|-----------------|-------|--------------------|--------------|
|                   | Second dimension        | first dimension | f     |                    |              |
| 58.6              | -                       | 1.54            | 77.32 | 5.81               | 32.51        |
| 63.9              | 1.31                    | 1.00            | 50.81 | 5.53               | 25.44        |

It is seen from the table (4) that:



Predictable level of management innovation at the research sample in terms of the dimensions of organizational commitment, where the highest contribution came first dimension (emotional commitment) worth (58.6%), and therefore it can be concluded the following equation to predict:

$$Y = a + b_1 x_1$$

Creativity administrative level =  $32.51 + (1.54 x_1)$

Then followed in contributing to the second dimension ratio (commitment standard) value of (5.3%), and therefore it can be concluded the following prediction equation:

$$Y = a + b_1 x_1 + b_2 x_2$$

Creativity administrative level =  $25.44 + (1.0 x_1) + (1.31 x_2)$

It is noted from Table (11.12) in the light of the research sample response: no link extrusive statistically significant between the total score of the administrative creativity and degree of organizational commitment dimensions and the highest percentage contribution of the first after (emotional commitment),

and then followed in contributing to the second dimension ratio (normative commitment ) It is clear that the proportion of the contribution of organizational commitment in determining the level of administrative creativity of specialists athletes at the Ministry of State for Sport dimensions.

This means that the more organizational commitment specialists athletes increased the level of the

administrative level of creativity of specialists athletes at the Ministry of State for Sport.

Researcher that attributes that organizational commitment is a basic pillars of the organizations and institutions, it is considered an influential element in the success or organizations failed. Whenever linked to specialist sports important work whenever Prepare him that exert maximum efforts to utilize their creative abilities to achieve the goals of his work and his prestige, given the administrative creativity as an integrated system, the cornerstone of which it is a specialist sports him, and through which the Ministry of State for Sports kicks off toward the administrative creativity which contribute in

pushing the development wheel for the better.

Joo & Shim pointed out (2010) (15) that organizational commitment expresses the affiliation of the individual and the effective attachment to the objectives and values of the organization, regardless of the value realized from the organization.

The consistent result of this study with the results of a study both visions Rashid (2012) (7), Inas Fouad (2008) (2), Yilmaz (2008) (17), Joo, Shim (2010) (15) through organizational commitment variables relationship different and contribution is proportional link.

These results are derived from a table (11.12) answer Altasaalin III, IV, which stipulate the "Is there a D correlation statistically) between organizational

commitment and administrative creativity of specialists athletes at the Ministry of State for Sports & What percentage contribution of organizational commitment in determining the level of administrative creativity dimensions the specialists athletes Ministry of State for sport."

### **Results:**

**Researcher found the following results:**

1. Organizational commitment of specialists athletes at the Ministry of State for Sports high level.

2. Management Commitment level athletes with specialists at the Ministry of State for high-level sport.

3. The presence of extrusive statistically significant differences between organizational commitment and creativity

of the administrative specialists athletes at the Ministry of State for Sports link.

4. For the first dimension (emotional commitment) at the highest rate of contribution and then followed in contributing to the second dimension ratio (normative commitment) to the dimensions of organizational commitment in determining the level of administrative creativity of specialists athletes at the Ministry of State for Sport. And in accordance with the views of the research sample.

### **Recommendations:**

**In the sample and procedures limits and based on what has been reached from the results, the researcher recommends the following:**

1. Strengthening of organizational commitment

of athletes specialists through seminars and workshops so that it is centered on promoting the positive practices of specialists athletes to serve the business objectives.

∨ Instill organizational commitment to the athletes specialists at the Ministry of State for Sports to ensure the continued success of the work culture.

∨ Encouraging athletes specialists by the presidents at the administrative creativity such as implementation and follow-up and to provide incentives for ideas characterized by a spirit of risk.

ξ Increase the spaciousness of the horizon and the free exchange of ideas between specialists athletes.

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