

Organizational affiliation in the absence of financial allocations for members of the Iraqi Olympic sports federations

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ABSTRACT

The purpose of this study was to analyze the organizational affiliation in the absence of financial allocations for members of the Iraqi Olympic sports federations. The study population consisted of all members of the administrative bodies of the Iraqi Olympic sports federations, who numbered 195 individuals. The participants completed a questionnaire of organizational affiliation, and the data were analyzed with SPSS. It was found that the arithmetic mean of the total score was 3.94 and the standard deviation was 0.54. This indicates that the degree of organizational affiliation in the absence of financial allocations for members of the Iraqi Olympic sports federations is high.

KEYWORDS

Organizational affiliation; financial allocations; sports federations

1. INTRODUCTION

Affiliation is the process of integrating the personal capabilities that an individual has into his/her broader self to be part of a group or system. It is the desire to acknowledge one's devotion to the group and take pride in joining it. Attachment to a work group is achieved through behavior, hard work, and good interaction with members. In general, affiliation is permanent and affiliation increases through the provision of services. The higher the bid, the higher the performance. Therefore, the permanence of good work is a measure of affiliation (Abdel-Azim, 2013).

Creating a suitable work environment, providing material and spiritual incentives, and applying the principles of modern management, all of this helps to increase the union members' sense of belonging to the sports federation to which they belong. The federations and no-objection companies recognize the workers' achievements while providing incentives and supporting them. Developing relationships and friendship with them, and having good control over the different situations they face is very important (Al-Maghrabi, 2016).

The feeling of belonging is one of the elements that supports and enhances trust among members of the same organization, and is based on the willingness of employees within the organization to stand behind the purpose and goals of the organization. Without a common understanding of the importance of these goals from the employee's perspective, they cannot be achieved (Yehia, 2009).

The researcher believes that in order for the goals and objectives of sports institutions to be achieved, the members of the federations must feel belonging to all the components of these institutions, but for every work or effort there must be a reward or financial support, which will in turn affect their functional and organizational attitudes and behaviors towards the goals that the organization seeks to achieve. This can only be achieved through the interest of the administrative leadership in the federation, the Olympic Committee, or the Ministry of Youth to achieve this at the organizational level.

Therefore, it was necessary to analyze the organizational affiliation in the absence of financial allocations for members of the Iraqi Olympic sports federations. The research question was: What is the organizational affiliation in the absence of financial allocations for members of the Iraqi Olympic sports federations? The specific research objectives were: 1) To modify the measure of organizational affiliation in the absence of financial allocations for members of the Iraqi Olympic sports federations. 2) To identify the organizational affiliation in the absence of financial allocations for members of the Iraqi Olympic sports federations.

2. METHODS

2.1. Design and participants

The researchers adopted the descriptive approach with the survey method as the most appropriate approach to the nature of the current research, as the descriptive approach aims to identify the conditions and relationships between reality and appearance, and aims to collect data from members of society in an attempt to determine the current state of society in many variables (Othman, 2002).

The study population consisted of all members of the administrative bodies of the Iraqi Olympic sports federations, who numbered 195 individuals, and Table 1 shows the distribution of the members of the study community.

Table 1. Sample description (n=195)

Federations	Members	Federations	Members
Wrestling	8	Handball	8
Canoeing	8	Judo	8
Taekwondo	8	Gymnastics	8
Rowing	8	Cycling	8
Boxing	8	Basketball	8
Athletics	8	Baseball	8
Shooting	8	Equestrian	8
Tennis	8	Sailing	8
Volleyball	8	Football	11
Badminton	8	Swimming	8
Chess	8	Fencing	8
Archery	8	Weightlifting	8

2.2. Instruments and procedures

The researcher used the questionnaire for organizational affiliation designed by Porter et al, as mentioned in the study of Ahmad (2017). This questionnaire consisted of 15 items. The response options were organized with a five-point Likert scale, as follows: very large (5 degrees), large (4 degrees), moderate (3 degrees), small (2 degrees), very small (1 degree).

Regarding the validity of the questionnaire, the questionnaire was submitted to a committee of 11 arbitrators with experience, from different disciplines in sports management and psychology. The items of the questionnaire were judged according to the content specified for them, as well as checking and increasing the accuracy of the wording and the correctness of the language and suggesting appropriate revisions. After reviewing the arbitrators' proposals, the questionnaire appeared in its final form, and the number of items did not change, but only some items were modified in terms of wording while preserving its content.

With regard to consistency between the items and the total score, Pearson's correlation coefficient was calculated for the items of the questionnaire, and it became clear that there was a statistical significance in all the items of the questionnaire, as all the correlation coefficients are high and statistically significant at the level of 0.01, which indicates that there is internal consistency between the items of the questionnaire.

The researcher verified the stability of the research tool, by calculating the reliability coefficients according to the stability equation Cronbach's Alpha. Also, the researcher determined the degree of the average response of the study sample: High (3.57 and above), medium (2.32 - 3.56), and low (2.32 and below).

2.3. Statistical analyses

The statistical package (SPSS) version 23.0 was utilized for processing the statistical data. This research employed the following statistical methods: arithmetic mean, standard deviation, percentage, simple correlation coefficient (Pearson) and Cronbach's Alpha. For the present study, statistical significance was set at $p < 0.05$.

3. RESULTS

It is noted from Table 2 that the arithmetic mean of the total score is 3.94 and the standard deviation is 0.54. This indicates that the degree of organizational affiliation in the absence of financial allocations for members of the Iraqi Olympic sports federations is high.

Table 2. The arithmetic means and standard deviations of the responses of the study sample in terms of organizational affiliation.

No.	Item text	Arithmetic mean	Standard deviation	Response score
2	I feel belonging to this union regardless of financial dues.	4.27	0.81	High
3	I am willing to make more effort than is required to achieve the goals of the Sports Federation.	4.13	0.95	High
1	I care about the reputation of the union in which I work.	4.11	0.92	High
4	I feel proud when I tell others that I work for this sports federation.	4.08	0.96	High
7	I show my friends that this union is great in giving.	3.99	0.92	High
9	I made the right decision when I accepted to work without pay in this sports federation.	3.98	0.95	High
10	I accept any job commensurate with my qualifications in the federation in order to keep my job.	3.98	0.95	High
13	I agree with the administrative methods used in this sports federation.	3.93	0.92	High
5	My administrative convictions coincide with the union's convictions that there are no incentives or salaries in which I work.	3.93	1.00	High
11	The Sports Federation is one of the best sports institutions in which I can work.	3.92	0.88	High
8	I feel very happy to work in this sports federation.	3.92	0.97	High
6	The union pushes me to give my best in terms of my work performance.	3.91	1.00	High
12	I feel I gain a lot if I stay in this sports federation for the long term.	3.81	1.04	High

No.	Item text	Arithmetic mean	Standard deviation	Response score
14	I do not accept work in any other sports federation as long as the type of work is different.	3.77	1.05	High
15	Any change in my employment status in the Sports Federation prompts me to consider leaving my job.	3.66	1.13	Medium
	Total degree	3.94	0.54	High

4. DISCUSSION

The researcher attributes this result to the fact that there is cooperation and agreement between the members of the federation and the federations themselves as an elected administrative body to serve each sport concerned in the conduct of the sports process. These results agree with the results of the studies of Samra (2013) and Saadi (2017), which indicate that the levels of organizational affiliation for the answers of the research sample, who are members of the Olympic sports federations, were high, while there was a clear difference between them and the results of the study of Algrah (2013), which in turn indicated that the estimates of the study sample for the levels of organizational affiliation were medium, and this indicates that the level of affiliation is a relative status according to the nature of the sample, the form of work and the quality of performance.

The researcher concluded that the levels of organizational affiliation among members of the administrative bodies in the sports federations were high, and these bodies were not affected by their lack of financial allocations that support their living lives. On the contrary, they were all at a high level of organizational affiliation in service of sports in general and their sports in particular.

It was found that the scale that was modified was appropriate to the level of the sample. Rather, it revealed a fact, which is the ability of the sample to answer and give their opinions regarding the items of the scale.

There is an extensive interest in the issue of organizational affiliation by the Iraqi Olympic and non-Olympic sports federations to enhance its levels, and this is achieved only through holding seminars and workshops and holding special courses on belonging to the institution, directing the heads of sports federations in particular to pay attention to the issue of trust, developing the principle of self-monitoring, and enhancing the sense of responsibility individually and collectively.

The Iraqi Olympic Committee should adopt a system of rewards and incentives, according to the effort exerted, by setting the established controls that secure the principle of justice, and according to standards that are announced and circulated, in order to enhance the affiliation of members of the sports federations in which they work.

Also, it is highly recommendable the initiative of the heads of the Olympic sports federations to positively improve the sports climate within the federation, to maintain the high spirit of advancing affiliation among the members of the federation more and more, through the application of many principles, the most important of which are: participatory leadership, serious cooperation, and benefiting from the qualified and experienced members of the sports federation in decision-making.

Finally, enhancing efforts between sports federations is needed, to exchange experiences in the field of developing the affiliation of their employees, which would come out with those high levels of organizational affiliation, which would help in overcoming practical obstacles and upgrading them.

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AUTHOR CONTRIBUTIONS

All authors listed have made a substantial, direct and intellectual contribution to the work, and approved it for publication.

CONFLICTS OF INTEREST

The authors declare no conflict of interest.

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