



JOB AFFILIATION AND ITS RELATIONSHIP TO ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF EMPLOYEES IN NATIONAL DEPARTMENTS FOR SPORTS TALENT CARE IN THE CENTRAL AND SOUTHERN REGIONS

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Abstract.

This investigation intended to create a metric for the degree to which employees in national departments devoted to sports talent are engaged in citizenship behavior towards their organizations, create a metric for the degree to which employees in national departments dedicated to sports talent are associated with their organizations, and determine the association between citizenship behavior and affiliation with organizations of employees in national departments devoted to sports talent in the central and southern regions. The researcher employed the descriptive approach that involved surveys and correlative relationships. The community dedicated to research includes employees of the national organizations that care for athletic talent in the central and southern regions. Their collective has a number of (141) employees. The researcher chose them by the intended method. The sample of the experimental exploration had (10) participants. In the governorship's talent care initiatives from Karbala, they were selected by purpose, the building sample included (100) national employees in the talent care initiatives of Karbala. The investigator suggested that the national departments of sports should be given advantages and benefits for their technical supervisors, and that they should also engage in positive competition with each other in order to promote the country's functional affiliation.

Keywords: Job Affiliation, Organizational Citizenship Behavior, Sports Talent Development, Employee Engagement, National Departments.

1-1 Introduction to the research and its importance

One of the modern trends in sports management is the interest in organizational citizenship behavior, especially since sports institutions, including national departments, sponsor sports talent, live in a rapidly changing reality in the shadow of strong competition. As a result, it was essential for sports talent management departments to seek out different behaviors that surpass the formal procedures and lead to superior performance, duties, and tasks, these behaviors had an importance in enhancing the effectiveness of performance within the departments, which would lead to a better result. Talent pools that seek to excel in the presence of intense competition must promote and support additional voluntary participation from employees and create a conducive environment for these behaviors. Also important in the pursuit of organizational goals is job affiliation, this enhances stability and trust between the department's



management and employees, and helps to develop the department's abilities. It inspires employees to devote themselves to work with passion and a desire to increase its effectiveness and productivity, it also causes them to believe that their efforts are appreciated and that they have a role in the company's success. And the things he can do, and the decisions he makes, are significant and involve him in the future of his career. From the aforementioned, we can deduce the significance of organizational citizenship behavior in regards to workers in sports-related talent departments, these departments can be accessed by achieving membership in the job community among other employees in the sports industry, this will lead to a better performance of the sports-related talent departments, specifically in regards to the community, and will have a positive effect on the sports industry as a whole. It's clearly understood that talent development departments in sports are responsible for the intellectual creation, refining of talents, and various responsibilities that have a social, educational, and sports component.

1-2 Research problem: Research Problem:

(Whether there is a relationship between job affiliation and organizational citizenship behavior for workers in the national departments for sports talent care in the central and southern regions.)

1-3 Research objectives

1- Construction of a scale of organizational citizenship behavior for workers in the national departments for sports talent care in the central and southern regions

2- Construction of a scale of job affiliation for workers in the national departments for sports talent care in the central and southern regions

3- To determine the correlational relationships between the Organizational Citizenship Behavior and Job Affiliation of workers in the national departments for sports talent care in the central and southern regions

1-4 Research areas

1-4-1 Human field: workers in the national departments for sports talent care in the central and southern regions

1-4-2 Time field: 5-7-2024 to 6-15-2024

1-4-3 Spatial field: National departments for sports talent care in central and southern regions.

2-1 Methodology of Research:

The researchers employed the descriptive method.

The community of 2-2 Research and the sample:

2-2-1 Research community:

In this investigation, the employees of the national departments of sports talent in the central and southern regions (141) will purposefully choose to be involved in the research community.

1-Sample experimentation:

2- The creation and preparation of sample:

The building sample had (100) employees in national organizations devoted to talent development. They were selected on purpose.

Methods, instruments, and equipment involved in the study: researchers would have the greatest degree of success if they utilized resources and methods that would facilitate the research process. A proper instrument is chosen that takes into account the hypotheses, goals, and questions of the research, the instrument being the means used by the researcher to gather information (2011:6).

These include the following resources and tools:



What are the specific instruments, methods, and supplies employed in the research: in other words, what the researchers utilize in the research to collect findings that concur with the goals of the study.

1- Information collection methods include:

Arabic and other indigenous sources and analogies

The internet

The process of collecting and unloading data.

2- Scientific research instruments:

•Observation

• Measures employed

• Help team

• A survey of experts via questionnaire.

3- Devices Employed:

• Computer (Laptop) (Type-Acer) No-(1).

• Handwritten electronic calculator (Type-Sony) No-(1)

• Stationery and office supplies (papers and pens).

3-4 Research procedures for fields:

3-4-1 Creating the organizational citizenship behavior scale's domains:

Also, after reading all of the literature and references pertaining to organizational citizenship behavior, the researchers chose the (5) dimensions of this behavior, which are considered the most important aspects of this behavior, namely conscientiousness, effects, courtesy, and civility. To determine the legitimacy of these dimensions, they were paired with a panel of (17) experts in (sports management) via an insert that contained the questionnaire. The questionnaire is considered an essential tool for collecting data and information regarding a particular research topic by completing a form that the respondent will (2005:4). The experts were asked to comment on these aspects of organizational citizenship behavior regarding employees in the national department of sports talent development. The obtained information was evaluated using the (Chi2) test to determine if the items of the scale were significant. The domains that attained (Chi2) values greater than the table's (3.84) value at a degree of freedom (1) and at a significant level (0.05) are considered to have been successfully incorporated into the organizational citizenship behavior scale, as demonstrated in the table. (1).

Table (1)

shows the calculated (Chi2) values for the opinions of the specialists regarding the areas of organizational citizenship behavior.

	Topics	Response		Ka2 calculated	Accept nomination	
		Agree	Disagree		yes	no
1	Implications	16	1	13.23	√	
2	Punctuality	15	2	9.94	√	
3	Civilized behavior	16	1	13.23	√	
4	Conscience awareness	14	3	7.11	√	



3-4-2 Creating the initial formula for the organizational citizenship behavior scale: Items

In order to create the initial formula for the two scales of organizational citizenship behavior, the following procedure was followed:

Items from the organizational citizenship behavior scale:

3-4-2-1 Preparing and collecting the items.

In order to collect the appropriate number of items pertaining to the various areas of organizational citizenship behavior, the researchers intended to review the literature, sources and studies associated with the various scales.

3-4-2-2 Identifying the appropriate method for measuring alternatives to organizational citizenship behavior's scale Items:

The Likert method that was altered for this investigation is also known as the Likert scale method, this method involves creating items based on the multiple-choice approach. One common method of measurement and research is to formulate a series of questions that the sample will answer. Responses are requested to be expressed as a choice between several options that have different importance (2004:3).

AI-created text:

The paragraph should be based on one specific interpretation.

The paragraphs should have a common theme and be in communication with each other.

The response options for each paragraph are five options for each item that are presented as follows: (strongly agree) with a weight of (5), agree (4), neutral (3), disagree (2), and strongly disagree (1).

2-4-2-3 Discovering the method of composing the paragraphs of the organizational citizenship behavior scale:

After studying the relevant sources for the organizational citizenship behavior scale and its various fields, (40) paragraphs were written, they were then distributed over (4) fields.

2-4-2-4 Assessing the legitimacy of the sections of the organizational citizenship behavior scale.

The paragraphs were evaluated by presenting them to the professionals in sports management. After the information was gathered, the test of (Chi²) was employed to evaluate the quality of the scale's paragraphs. The paragraphs that attained a value of (Chi²) that was greater than the tabular value of (3.84) at a degree of freedom of (1) and a significance level of (0.05) were considered significant. All of the paragraphs, with the exception of number 40, were incorporated into the scale of organizational citizenship behavior.

The experimental investigation of the organizational citizenship behavior scale.

The scale was utilized in a random sample of (10) employees on Monday 5th/8/2020.

2-4-2-6 The fundamental experiment (construction sample)

The investigation's scale was employed in a construction sample of (100) workers with the intention of conducting a preliminary statistical analysis of the scale's paragraphs during the period from 5/9/2020 to 5/22/2020.

2-4-2-7 Improvement of the organizational citizenship behavior scale.

The scale of citizenship behavior has 40 paragraphs, which means that the highest possible score is 200, and the lowest possible score is 40 for each employee in.

2-4-2-8 Statistical analysis of the items of the organizational citizenship behavior scale

First: Discrimination ability (the two extreme groups)

The procedure that resulted in the scale had a high degree of discrimination towards the items of the organizational citizenship behavior scale. This was intended to identify the most effective method of



differentiating the items via a statistical-based sample of (100) technical supervisors that are intended to calculate the degree to which the items are discriminatory. Researchers followed the following protocol after placing the sample's scores in order from the highest to the lowest. "Two raters then labeled 27% of the questionnaires as having the highest scores and 27% as having the lowest scores. This percentage was maintained at (27) to maintain the statement's integrity as mentioned by Mehere and Wilham's research (1993), (2000:4)." each consisting of (27) individuals, this percentage is therefore true because of (54) in all. The coefficient of discrimination for each of the 40 paragraphs is calculated using the t-test technique for two independent samples in the statistical package for social sciences (SPSS), this technique yields a t value that represents the degree to which the paragraphs are discriminated against in comparison to the table's t value of 0.05. The results of the statistical analysis indicate that all of the paragraphs in the scale of organizational citizenship behavior are significant at the $p < 0.05$ level.(0.05).

Second: Internal consistency coefficient

The second method is an indicator that represents the difficulty of paraphrasing text in different paragraphs, the method is based on the correlation between each paragraph's score on the scale and the total score of the scale as a whole. This procedure's attainment has several benefits, including:

- It demonstrates the degree to which the scale's paragraphs are associated with each other.

This method guarantees the uniformity of the scale's scale: each item on the scale measures a property that is identical to the characteristic measured by the construct of the scale.

The value of this indicator was calculated using the Pearson correlation coefficient for all of the sample subjects' (100) participants in national sports talent pools, the statistical package (SPSS).

3-4-2-9 Psychometric properties of the organizational citizenship behavior scales

First: Validity

Validity is the definition given by the Dictionary that describes it as the capacity of a test to measure what it is intended to measure, which is also known as the test's capacity to measure other things besides its intended function.(2021-2)

1-Content validity: When the organizational citizenship behavior scale with its domains and paragraphs was introduced to a group of experts, they were asked to approve of the validity of each paragraph.

2-Structural validity (the capacity for the scale to be constructed by applying factor analysis): The magnitude of the scale's dimensions is positive and associated with all of the scale's items.

This validity was attained through the use of the organizational citizenship behavior scales to maintain the scale's paragraphs with a sufficient amount of discrimination, and to acquire the internal consistency coefficient..

Second: Reliability: Reliability was calculated as follows

1- The split-half method

The scale paragraphs were divided into two separate groups, even and odd, as described in the introduction. Since there are (40) paragraphs on organizational citizenship behavior, there will be (20) even and (20) odd paragraphs. The test scores were half-stable, which is why the procedure of Pearson was used to them. The stability coefficient for organizational citizenship behavior was (0.745), which is the definition of stability,



the total test stability was then corrected for by applying the Spearman-Brown equation. This resulted in a test-retest stability coefficient of (0.820).

2- (Cronbach's alpha)'s coefficient

This was accomplished by taking the rate of internal correlation between paragraphs as a measure of their association, and by every paragraph with the scale as a whole, since higher rates of internal correlation between paragraphs lead to higher levels of Cronbach's alpha. The Cronbach's alpha equation was employed on the sample of (100) employees using the statistical software (SPSS). The coefficient of stability was then extracted from the scale, which is documented in Table (2)..

Table (2)

shows the values of the half-split (correlation coefficient - Spearman-Brown equation) and Cronbach's alpha equation for the organizational citizenship behavior scale

Scale	Half-split		Cronbach's alpha coefficient
	Correlation coefficient	Spearman-Brown equation	
Organizational Citizenship Behavior	0,745	0,820	0,763

2-4-3 Procedures for preparing the job affiliation scale

As a result of the research's objectives and following through similar projects and research, the researchers developed the scale of job association proposed by (Yasmina Salihi) (2015-9). The scale had 17 items that were organized into five categories of response options: always, often, sometimes, rarely, and never. Some alterations were made by the researchers to a few components in order to conform to the nature and scope of the research subject.

2-4-3-1 Determining the validity of the job affiliation scale paragraphs

The researchers demonstrated the altered scale to the original scale to a group of (17) experts in a panel setting that intended to assess the legitimacy of the sections of the modified scale for job satisfaction. After deleting all of the data obtained from the forms and conducting a statistical comparison of the (Ka2) value with the table's value at the degree of freedom (1) and the level of significance (0.05), Three paragraphs were removed from the further analysis because the calculated value (Ka2) was less than the table's value. This is evident in Table (3).

Table (3)

shows the opinions of specialists on the paragraphs of the job affiliation scale

ت	Paragraph numbers in the scale	Number of paragraphs	Number of specialists and their percentages		Calculated value of (Ka2)	Statistical significance
			Agree	Disagree		
1	-8-7-6-5-4-3-2-1 17-15-14-13-11-9	14	17	0	17	Moral



2	16-12-10	3	11	6	1.47	Non-moral
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2-4-3- 2 Exploratory experiment of the job affiliation scale:

The scale was applied to a survey sample of (10) workers on Monday 5/8/2023

2-4-3-3 Applying the job affiliation scale to the preparation sample:

The study scale was applied to the preparation sample of (100) workers with the aim of conducting a preliminary statistical analysis of the scale paragraphs for the period from 5/9/2023 to 5/21/2023.

3-4-3-4 Correcting the job affiliation scale:

The scale contains (14) paragraphs, while the answer alternatives were represented in (5) alternatives, respectively (always, often, sometimes, rarely, never). So that the correction process differs, and thus the highest score that can be obtained is (70) and the lowest score you get is (14).

3-4-3-5 Statistical analysis of the functional affiliation scale items:

2-4-3-5-1 Discrimination ability (two extreme groups) of the functional affiliation scale:

The ability of the item to discriminate was verified using the two extreme groups through the results of the preparation sample forms amounting to (100) forms, as the researchers followed the same steps in the organizational citizenship behavior scale and it was found that all the items were distinctive.

2-4-3-5-2 Internal consistency of the functional affiliation scale:

The internal consistency was confirmed by calculating the correlation between the item score and the total score of the scale, as Pearson's correlation coefficient was used.

3-4-3-6 Psychometric characteristics of the functional affiliation scale:

1- Validity of the functional affiliation scale:

A. Content validity: This validity type was employed when experts were asked to evaluate the legitimacy of particular items on the scale of functional association.

B. Hypothetical validity: This type of validity was attained through two methods—group discussions and internal consistency—for the scale of occupational commitment.2. Constant measurement of occupational affiliation ranking:

A-Half-split: This method is only effective once the scale has been applied to a specific sample population. In this approach, the scale of the paragraph is divided into two separate scales, with odd and even numbers in each section. Since the job association paragraphs are located at (14), this causes (7) paragraphs to be each for even and odd numbers. The total score for these halves was now calculated using the Pearson formula with the statistical package (SPSS), this resulted in a correlation coefficient of (0.790). The Spearman-Brown formula's researcher must follow the same procedure, therefore, only testing for half of the sample will take this into consideration for stability in correlation, as a result, by applying the formula, the value will become (0.876), which is a significant value for test stability, as demonstrated in Table (4).

B- The Cronbach's alpha coefficient: It was (0.759) for the scale stability coefficient's value, which is a high-scale stability indicator, and this is represented in the table. (4).

Table (4)

shows the values of the half-split (correlation coefficient - Spearman-Brown equation) and the Cronbach's alpha equation for the job affiliation scale

Scale	Half-split	
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	Correlation Coefficient	Spearman-Brown Equation	Cronbach's alpha coefficient
Job Affiliation	0,790	0,876	0,759

2-4- 4 Applying the scales to the application sample

After constructing the organizational citizenship behavior scale, and preparing the job association scale in its final form, the scales were applied to an application sample of (100) workers between 5/23/2020 and 6/15/2020 by the researchers and their assistants, the results of the application were gathered using a statistical package. (spss).

2-4- 5 Statistical methods and equations used in the research:

The researchers used the statistical package (spss) to process the data and obtain the results

4- Presentation, analysis and discussion of the results.

4- 1 Presentation and discussion of the results of the organizational citizenship behavior scale:

Table (5) shows the values of the arithmetic means, standard deviations, (T) values and the significance level for the organizational citizenship behavior scale

Variables	Arithmetic mean	Standard deviation	Hypothetical medium	Degree of freedom	T		Sig	Statistical significance
					calculation	tabular		
The scale as a whole	190.300	2.350	120	99	327.440	1.984	0.000	Moral

Table V demonstrated that the average score on the Organizational Citizenship Behavior scale for employees at the National Department of Sports Talent in the Central and Southern regions was 190.300, with a standard deviation of 2.350. The contrast of the average score of the scale with the sample's under study version of the scale with some hypothetical average for the scale at the level of (120) degrees demonstrated that the average score of the scale was greater than the hypothetical average, which means the sample had engaged in organizational citizenship behavior. To assess the statistical difference, the t-test for one sample was conducted to determine if the obtained value of (t) would be greater than (327.440), which is considered "above" because the value of (sig) at the level (0.00) is less than (0.05) for (99) degrees of freedom. The entire scale of organizational citizenship behavior explains that employees from the national departments for sports talent development in the north and south have, as a whole, a behavior of organizational citizenship. This, according to the scholars, is attributed to the employees' organizational citizenship behavior with causes, among them are the belief in the work inside the department, a social and moral attitude towards colleagues, athletes, and society, as well as the good social reputation it possesses, this causes them to engage in citizenship behavior intentionally with a clean conscience and civilized behavior, which motivates them to fulfill their duties with accuracy, honesty, and integrity. As (Shahada, 2019) described it, it's a behavior that is discretionary in nature and exceeds the call of duty. It's not a part of the employee's formal job description. It's something the individual wishes to accomplish; it's not subject to formal rules or contracts, and it's also unrelated to the listed tasks in the job description. It's a motivated behavior that appeals to the individual, the



behavior is performed without any expectation of monetary reward. This behavior ultimately helps the organization achieve its goals and subsequently enhances performance. (1: 2019).

3-2 Presentation and discussion of the results of the job affiliation scale:

Table (6)

Table (6). The total value of the job affiliation scale. A successful scale; since the average of the arithmetic

Variables	Arithmetic mean	Standard deviation	Hypothetical medium	Degree of freedom	T		Sig	Statistical significance
					calculation	tabular		
The scale as a whole	60.120	3.005	42	99	83.262	1.984	0.000	Moral

population is greater than the expected average, and the level of significance (0.00) is less than the level of significance (0.05), this indicates that there is a significant difference between the means, the average of the national departments for sports talent is higher, this is attributed to the researchers by way of a relationship with the department that offers a climate that's appropriate for the task. The aspects of leadership that were employed in the sports department's leadership proved to be primarily focused on the concept of democracy, considering the common conditions of all employees. All of this contributed to a higher degree of association with jobs on their part, which is in line with the definition of job association ascribed to by the Dictionary.com, which is based on the definition of job association from the Dictionary.com. (2003-2).

3-3 Presentation of results of correlating the research variables, their analysis and discussion:

To find out the nature of the relationship between organizational citizenship behavior and job affiliation among technical supervisors in the sports activity departments. The research extracted the value of the correlation coefficient (Pearson) between the study variables and the results shown in table (7).

Table (7)

It shows the correlations between the variables.

Statistics \ Variables	Correlation coefficient	Significance level	Statistical function
Job Affiliation x Organizational Citizenship Behavior	0.64	0.00	function

Table (7) shows that the association between the study variables is significant at the level of significance of (0.00) and smaller than the level of significance of (0.05). It could be deduced from Table (7) that there is a significant association between job attachment and organizational citizenship behavior, as the results of the computation of (r) between these two variables are significant (0.64). This means that there is a significant association between these two variables. On this subject, the researchers reported that there is a correlation between job attachment and organizational citizenship behavior. For the purpose of the affiliation, this is because there is a significant narrative that enhances the enhancement of organizational citizenship behavior among the employees of the national departments for sports-related talent. Specifically, the narrative involves increasing the voluntariness of the employees and their commitment to the department's prescribed procedure, both of which are considered paramount to the narrative's enhancement. In addition, the narrative involves the employees' cooperation and commitment to their assigned tasks, both of which are considered supplemental



to the narrative's enhancement. It has a greater role than other resources in the attainment of personal goals that the employee seeks apart from the department of talent management, plus the sentiment that the association with it will continue as long as the department continues to fulfill its mission in achieving goals and objectives for the employee and vice versa (Maslow, 1943). When the job is recognized as a value on its own, the department's goals and interests become the focus of the employees' attention, rather than Maslow's own personal goals and interests.

4- Conclusions and recommendations:

4-1 Conclusions

1. Employees in the national departments for sports talent care enjoy (organizational citizenship behavior)
2. Employees in the national departments for sports talent care enjoy (job affiliation).
3. The results showed a relationship between organizational citizenship behavior and job affiliation among employees in the national departments for sports talent care.

5-2 Recommendations

The following are recommended:

- 1- Utilize the organizational citizenship behavior scale and job affiliation scale in measuring the level of organizational citizenship behavior and job affiliation amongst employees in the national departments for sports talent care.
- 2- The upraising interest to arrange specialized programs and courses in the concept of (organizational citizenship behavior) to cement the volunteer values between workers in the national departments for the care of sports talent.
- 3- Ensuring benefits and incentives from the heads of the regions to the technically competent members who provided distinguished performance and creating an atmosphere of positive competition between them. As this has a direct effective role in raising the level of (job belonging).

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Appendix (2)

Names of specialists who were presented with questionnaires on the scales (organizational citizenship behavior, job affiliation)

	Name	Academic Title	Specialization	University
1	Walid Khaled Hamam	Prof. Dr.	Sports Management	College of Physical Education and Sports Sciences / University of Mosul
2	Qusay Fawzi Khalaf	Prof. Dr.	Sports Management	College of Physical Education and Sports Sciences / University of Basra
3	Jassim Jaber Mohammed	Prof. Dr.	Sports Management	College of Physical Education and Sports Sciences / Al-Qasim Green University
4	Adi Ghanem Al-Kawaz	Prof. Dr.	Sports Management	College of Physical Education and Sports Sciences / University of Mosul
5	Mohammad Fadhel Muslih	Prof. Dr.	Sports Management	College of Physical Education and Sports Sciences / University of Diyala
6	Salam Hantoush Rashid	Prof. Dr.	Sports Management	Department of Physical Education and Sports Sciences / College of Basic Education / Al-Mustansiriya University
7	Othman Mahmoud Shahada	Prof. Dr.	Sports Management	College of Physical Education and Sports Sciences / University of Diyala
8	Emad Aziz Nashmi	Prof. Dr.	Sports Management	College of Physical Education and Sports Sciences / Al-Muthanna University
9	Sajit Majeed Jaafar	Assistant Professor Dr.	Sports Management	College of Physical Education and Sports Sciences / University of Al-Qadisiyah
10	Haider Mohammed Muslih	Assistant Professor	Sports Management	College of Physical Education and Sports Sciences / University of Al-Qadisiyah

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		Dr.		
11	Baha Haidar Fleih	Assistant Professor Dr.	Sports Management	College of Physical Education and Sports Sciences / University of Diyala
12	Adi Rahman Karim	Assistant Professor Dr.	Sports Management	College of Physical Education and Sports Sciences / University of Maysan
13	Hassan Ghali Mahawi	Assistant Professor Dr.	Sports Management	College of Physical Education and Sports Sciences / University of Kufa
14	Manaf Abdul Aziz	Assistant Professor Dr.	Sports Management	College of Physical Education and Sports Sciences / University of Kufa
15	Ali Mohammed Jawad	Assistant Professor Dr.	Specialization	College of Physical Education and Sports Sciences / University of Thi Qar
16	Jassim Saad Jassim	Assistant Professor Dr.	Sports Management	College of Physical Education and Sports Sciences / University of Al-Mustansiriya
17	Haider Hassan Al-Asadi	Assistant Professor Dr.	Sports Management	University

Job Affiliation Scale Applied to Sample Application (Final Image)

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	Paragraphs	Always	Often	Sometimes	Rarely	Never
1	I put in more effort than required to achieve my job goals					
2	I feel loyal to my employer.					
3	If I receive an offer for a job with a better salary than my current salary, I refuse to leave my job and go to the new job.					
4	My work in the Talent Care Department has given me job satisfaction					
5	My work in the Sports Talent Care Department makes me feel that I have a great impact on the local community					
6	I consider any abuse of the technical supervisor's job as an abuse of me personally.					
7	I am not thinking about early retirement from my job.					
8	I made the right decision when I accepted the job in the Talent Care Department					
9	I feel frustrated because I work as a technical supervisor in the Sports Talent Care Department					
10	I am ready to make every effort to make my work in the Sports Talent Care Department successful.					
11	I consider my job to be one of the best jobs in the community.					

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	Paragraphs	Always	Often	Sometimes	Rarely	Never
12	I feel that my ambition is fulfilled through my job in the Sports Talent Care Department.					
13	I adhere to professional ethics (job) while performing my work.					
14	I have no objection to changing my current employer.					

Organizational Citizenship Behavior Scale Applied to the Application Sample (Final Image)

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Paragraphs	
					I perform the work of my fellow workers in their absence.	2
					I help my colleagues grow and advance in their specialty.	4
					I provide assistance to new workers when needed.	6
						7
					I substitute for any colleague at work if circumstances require it.	8
					I care more about showing my fellow workers' work than showing my contribution to it.	10
					I help my fellow workers who have heavy workloads.	12
					I work to help department visitors by guiding them and listening to them.	14
					I contribute without hesitation to reconciliation between my colleagues in the department if any dispute occurs between them.	16
					I am happy when my fellow workers succeed.	18
					I work to stay extra time outside the official time to meet my work needs.	20
					I respect the rights of my fellow workers and their privacy.	22

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					I try to prevent work-related problems.	24
					Be aware of the impact my behavior has on others.	26
					I refuse to conflict over issues of status and position in the department.	28
					I have stability and harmony in work and relationships with others (avoid hypocrisy in dealing).	30
					I have positive attitudes and attitudes towards my fellow technical supervisors.	31
					I am fully prepared to accept information and advice.	33
					I respect the opinions of my colleagues even if they contradict my own.	35
					I consult my fellow workers when making a decision that may affect them.	37
					I avoid defaming others' mistakes.	39