

Administrative Practices for Managing Human Resources in Sports Facilities and Their Role in Improving Sports Practice. A Case Study - The Multi-Sport Complex in Chlef - A Model

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Abstract

The study aimed to know the administrative practice of the human resources management in the sportive facilities and its role in the amelioration of the sport practice, A case study - the multi-sport complex in Chlef - a model. To achieve the study's objectives, the researcher used the descriptive method by designing a questionnaire consisting of three dimensions. We have used the descriptive approach. The selected sample of the study consisted of (22) members, and in light of this, data were collected and analysed, and hypotheses were tested using (SPSS) by using many several statistical methods. After statistical treatment, the researcher came to know the strength of the relationship of administrative practices for managing human resources in sports facilities with improving sports practice. The researcher also recommends the necessity of building modern administrative practices according to a modern vision for managing human resources in line with financial resources and placing them under the direct responsibility of the managers of these facilities.

Keywords: administrative practices, Human resources management, Sportive facilities, sports practice.

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1. Introduction:

The changes taking place in our contemporary world have contributed greatly to influencing the conditions of sports institutions and bodies and the thought of administrative management, which has contributed to the transfer of influence and its extension to the human side, so that institutions become the highest concern, as various programs, plans and strategies are built on its basis, and work on rehabilitation and in Investing in human resources according to the advanced philosophy of comprehensive quality management by managing them in the best ways to achieve the set goals (Jamal Malachi, 2016, page 232). All of this led to the emergence of what is known as modern administrative practices for human resources, as this administration emerged as a result of the tremendous and continuous development in human resources management. Modern strategic management of human resources carries out a set of operations called administrative practices in human resources management, which in turn are divided into a set of strategies, The application of these modern strategies has also become something inevitable and not an option for sports vehicles. All of this is achieved if the general strategic plan is implemented well and the best way to attract, appoint and select distinguished and qualified competencies, then pay attention to them, train and develop them, and establish a fair system for salaries, rewards and incentives. Many policies contribute to the strategic management of human resources, such as adopting objectivity in making promotion decisions and making it a fundamental and important factor in advancing the competitive advantage of sports vehicles and working to maintain it. This is what reflects positively on improving performance and achieving the desired results.

Sports facilities are institutions established by society to serve the sports sector in all its aspects, so that they have an organizational structure consistent with the size of this institution and its objectives, in a way that benefits serving that community in line with its objectives. The management and development of sports activities depends on these institutions (sports facilities) and the capabilities available in them, as they are managed by a specialized and efficient administration in order to achieve the goals for which these facilities were established.

Achieving the maximum benefit from these sports facilities requires special consideration to achieve the effectiveness of their management, including following a planned administrative method of management functions, supervising the implementation of all administrative texts and instructions, and taking into account the social aspect of human resources that work to advance sports and its practice.

Practicing sports and raising it to a high level depends primarily on capabilities of all kinds, and one of the most important of these capabilities is sports facilities. The establishment of these facilities does not come randomly, but rather there must be a scientific basis in establishing and financing these investment projects.

So that it has an organizational structure consistent with the size and objectives of this institution, where it is managed by a specialized and efficient administration in order to achieve the objectives for which these facilities were established, and to achieve maximum benefit requires special consideration to achieve the effectiveness of its management by following a planned administrative method of management functions, and supervising the Implementing all administrative texts and instructions and taking into account the social aspect of human resources that work to advance sports and its practice, in line with the strategy of the Ministry of Youth and Sports. (Official website of the Regional Directorate of the Ministry of Sports, 2013).

Through their interest in one of the important and main aspects, which is the completion, construction and development of sports facilities of various types, sizes and objectives for all sports, which ensures the effectiveness of training to develop skills and raise the sporting level (Munjahi Makhoulouf, 2019, p. 190). Therefore, it has become necessary for sports institutions to carry out their activities with a set of resources. Which it uses in its operations to achieve its goals, and among these resources that receive high attention and priority in the work program of institutions are "human resources," which are considered one of the elements of production, without which physical assets completely lose their value (Zawak Ahmed, 2014, p. 26).

Human resources management is also considered one of the most important and most sensitive functional departments in the facility, as it deals with the most important and critical element of production and the facility's resources most vulnerable to being affected by internal and external environmental changes. This is done by exercising a group of functions, foremost of which is the function of analysis and description, and all resource management practices Humanity depends on it (Hamza, 2019, p. 404) and on this basis we seek, through this study, to investigate and explore the role played by modern administrative trends in managing human resources in sports facilities and improving sports practice and trying to develop and present it as a living experience to decision makers.

2. Research problem:

Since their construction for the purpose for which they were created, sports vehicles of various sizes and shapes are considered an effective tool for practicing and developing sports, and given the importance of the sports field in life, as it has become an integral part of basic life for physical education or healthy socialization, while pushing the wheel of development for the countries' economies, and given the importance of The issue and its sensitivity. The state focused its efforts on a set of goals for the institutions that are still under its cover, such as the sports sector in general, and sports institutions in particular, as it was required to establish a solid strategy that it can rely on, as it is consistent with the established goals with work to restructure and reform them in order to provide their services in a way effective, Taking advantage of the resources and opportunities available to these institutions in order to achieve their desired goals.

In order to develop sports, it is necessary to develop a road map that takes into account all the existing obstacles, barriers, and resources. All of this comes through the modern strategy because it provides information, enhances support, removes barriers, and provides resources. It must also be consistent with the vision, mission, and goals. This means that the strategy It helps determine how to achieve goals through the sequence of actions across basic matters, as it gives general direction commensurate with resources and opportunities, and with the rapid changes witnessed in institutions in various fields and fields. At all levels, which affected its activity, as it became clear that there are many factors that help in achieving what these institutions aspire to in building effective strategies to achieve results with high efficiency in performance and designing and creating modern strategies for effective and effective management, which calls for a reconsideration of the human resource, which is the basic foundation. For any organization, these strategies work to achieve optimal use of human resources through an operational strategy based on a set of programs and planning for human resource needs for all areas related to selection, appointment, training and the system.

Measuring and evaluating performance, compensation and incentive systems while providing an organizational climate that is consistent with the organization's strategy.

Human resources also contribute significantly to improving management systems in general, when the administrative problems facing organizations worsen, and because the strategic approach of human resources is to make long-term decisions regarding those working in the systems at all organizational levels, where the direction of this management is under the umbrella of the organization's senior management. , which expresses the organization's general direction to achieve its strategic (long-term) goals and achieve excellence through its human resources that contribute to its efforts in organizing the organization's work and activities (Abdul Wahab Ali, 2006, p. 13).

Managing the human resource is important and necessary in sports administration because of the characteristics and capabilities of the human element for innovation, creativity, invention and innovation. To stimulate these capacities, sports administration must develop a good strategy for this through good application of management models and analysis, description, as well as training and promotion. And wage systems based on scientific foundations and theories that are in line with the modern era (Issa Baait, 2018, p. 77).

One of the pillars of the sports movement is administrative management, which is considered a rational method between human and financial resources. If we look at management today, we find that it has changed in concept and methods from before, especially in the early stages of the emergence of the concept of management after the transformation of society in developed countries into an industrial society, so that it relied on two basic foundations. They are human

resources management and measuring and evaluating administrative performance (Mahmoud Al-Hakim, 2015, p. 21).

In view of the urgent changes that the world is witnessing in various fields, the development of management methods has become one of the most important, and this is due to the rapid development of new technology for media and communication, and even the sports institution, like other institutions, has attracted the attention of specialists to develop its arts and paths to keep pace with this era, because saving funds and establishing huge sports vehicles and facilities It is not enough to achieve high-level performance. Rather, this requires management and organization to achieve the desired goals. The sports institution needs administrators with high competence and experience to benefit from the available material and human capabilities. Every sports institution has a framework that defines its functions and determines the authority of each individual in accordance with its regulations and laws. The Interior (Afrogene Rich, 2008, p. 12).

Management is considered a rational method for coordinating human, financial and material resources, as it includes planning, organizing and directing factors with continuous monitoring in order to achieve the desired strategic goals. The success of any institution or facility with its various specializations and fields is linked to the success of its leadership and management in good management and how to deal with obstacles. And problems, as the administrative management process has gone through developmental stages and several changes and various factors that the world has witnessed, the most important of which are the recent economic and administrative changes related to the facility, which contributed to developing the management process through the human resources management strategy in order to reach the highest levels and keep pace with developments occurring in all fields. And work to adopt scientific methods in management and management that aim to raise the profitability and effectiveness of institutions, and this is by relying on successful management with existing functions based on scientific foundations, and to guarantee the required results as guaranteed by other economic institutions, as it enables us to highlight the importance of management in various fields. Life, especially matters related to the management of sports facilities and vehicles, which countries rely on to provide high-end services in line with their desired goals.

What raises controversy is the human action of the successful career or one of the amateurs and practitioners of sports management, as the difference in individual competencies and capabilities is considered far from the contents, laws and regulations restricting the management process, so this action goes so far as to affect the problems of leadership, which allows it to be said that good governance for the management of sports facilities depends mainly on the successful individual, as We see many examples in the living reality of the current stage. On the one hand, on the other hand, administrative management is that group of coordinated and integrated operations that include the basics of planning, organization, direction and control. In short, it is setting goals and

coordinating the efforts of individuals. The administrative management of sports facilities without drawing up a clear policy leaves us with ambiguity and contradictions in using it in a real form and with its desired goals, making these organizations have a vital dynamic path to developing the level of practice and improving sports performance. (Abdel Maqsoud, 2003, p. 27) Which raises the discussion about administrative practices for human resources management and the role assigned to them to improve sports practice.

All of this led to the emergence of what is known as “strategic human resources management.” This management emerged as a result of the continuous development in human resources management. Strategic human resources management carries out a set of operations called human resources strategies, which in turn are divided into four strategies: compensation strategy, evaluation strategy. Employee performance, human resources maintenance strategy, employee engagement strategy, and each of these strategies contributes to developing and improving employee performance, The worker’s feeling that the organization values his efforts, preserves his security and safety, and involves him in formulating its strategies moves him from being a simple worker to being a strategic partner in the organization whose interests are concerned and who constantly seeks to provide the best for it. He responds to training programs and tries to learn about everything new in his field of specialization (Mustafa Bin Miri and Ali Falaq, 2021, p. 40), and all of this applies completely inside sports facilities and vehicles.

The success of managing sports facilities and vehicles depends on a clear policy represented in the administrative management strategy for human resources and how to choose it because it is the most important element in good management that achieves its goals by relying primarily on the efficiency and effectiveness of the management managing them through a good understanding of the basic tasks of those managing the various administrative functions, and from this it is necessary Drawing up a plan that clarifies the application of all administrative texts and laws, taking into account the material and human capabilities in order to advance the sport and its practice. This is what the senior management seeks as a result of its supervision of these vehicles in accordance with comprehensive quality requirements.

Considering the administrative practices of human resources management in sports vehicles are an important element for the advancement of the sports sector in all its aspects, as they constitute the basic basis for sports activity and the expansion of sports practice, and this increases the highlighting of talents, the creation of sports champions, and the development of sports in general, with these vehicles adopting a strategy (human resources management strategy, To manage its human, financial and material resources in order to achieve effectiveness. These vehicles also seek to perform their social role to practice physical activity and develop sports, which directs the attention of senior management to develop a good management strategy for this through good and objective application, which enables the sports complex to achieve its

most important goals of improving the level of Sports practice From the above, we raise the following problem:

2.1. General question:

- Is there a relationship between the administrative practices of human resources management (recruitment recruitment, training and development, performance evaluation, compensation and incentive systems) with sports facilities and improving sports practice?

2.2. Partial questions:

- Is there a relationship between administrative practices for human resources management according to the two dimensions (recruitment recruitment, training and development) and improving sports practice?
- Is there a relationship between administrative practices for managing human resources according to the two dimensions (performance evaluation, compensation and incentive systems) and improving sports practice?

3. General hypothesis for research:

- There is a relationship between the administrative practices of human resources management (recruitment recruitment, training and development, performance evaluation, compensation and incentive systems) with sports facilities and improving sports practice.

3.1. Partial hypotheses:

- There is a statistically significant relationship at the significance level at $\alpha \leq 0.05$ according to the two dimensions (recruitment recruitment, training and development) for managers of sports facilities and improving sports practice.
- There is a statistically significant relationship at the significance level at $\alpha \leq 0.05$ according to the two dimensions (performance evaluation measurement system, compensation and incentive systems) for managers of sports facilities and improving sports practice.

4. Reasons for choosing the topic:

The tendency to research such topics of a mathematical nature.

The desire to give an overview of modern trends in the management of human resources in sports vehicles.

- Knowing the proposed alternatives to promote sports and improve sports practice.

- Knowledge of constructive administrative practices and the role they play in the administrative management of sports vehicles and structures to achieve control and improve sports practice.

5. Research objectives: Every scientific research has objectives that it seeks to achieve, and this research seeks to achieve a number of objectives that can be summarized as follows:

The study aims to reveal the level of the relationship between modern human resources management practices in improving sports practice in the Chlef Multi-Sports Complex by identifying the nature of the relationship between them.

- Knowing the level of contribution of human resources management practices in improving the level of sports practice in the Chlef Sports Complex.

- The importance of the study results At the Diwan of the Multi-Sports Complex in Chlef, he spoke about the role of human resources management in improving sports practice, giving him a clear picture of the aspects that should be paid attention to and given priority.

- Reaching a vision to activate the relationship between modern human resources management practices and improving sports practice in the Chlef Multi-Sports Complex.

- The study may contribute to reconsidering current practices in human resources management at the Sports Complex Office in Chlef.

- Providing suggestions that will ensure the success and activation of administrative practices for human resources management in national sports facilities.

The results of the study can be relied upon to develop a plan to activate the current role in human resources management.

6. The importance of research:

The importance of the study lies in highlighting the relationship between administrative practices of human resources management as a dependent variable and improving sports practice as an independent variable, and this is what achieves development and creates a competitive advantage between sports structures and facilities, and this is what reflects positively on improving and raising the level of sports practice and reaching the high level and enabling sports to compete globally. Applying administrative practices to effectively manage human resources in sports facilities linked to comprehensive and sustainable development in accordance with the philosophy of modern management.

7. Research areas:

7.1. Temporal field: The researcher presented the research project for this study during the academic year 2021/2022.

7.2. Spatial field: Since the subject of the study sheds light on the administrative practices of human resources management in sports facilities and their relationship to improving sports practice, and according to the outcomes of the exploratory study that preceded the field study, it was conducted at the level of the Chlef Multi-Sports Complex Office and its affiliated units, in order to match the nature of the facility and the nature of the study objectives. Its number is (33 units).

7.3. The human field: The human boundaries of this study are represented by the directors and managers at the level of the multi-complex office in Al-Shaf and its affiliated units, and they were distributed as follows (sports advisor, main educator for physical and sports activities, educator for physical and sports activities, administrative framework).

8. The approach followed:

The method used in any scientific study is considered one of the basics that the researcher relies on in his research, and choosing it is an important stage in the scientific research process, as through it we determine how to collect data and information about the phenomenon studied, since the research sample is what dictates the type of method that must be used (Kunduz Al-Ghul Khalifa, 2015/2016, p. 152).

Given the nature of our topic and in order to diagnose the phenomenon and reveal its aspects, and based on the topic of our study: "Administrative practices for human resources management and their role in improving sports practice," In response to the topic of our research, and for the purpose of clarifying the relationship of the independent variable to the dependent variable, we relied on the descriptive analytical approach because it is one of the best research methods that researchers rely on to obtain comprehensive and accurate data that depicts social reality and contributes to the analysis of its phenomena, as the descriptive approach aims to determine the levels of the phenomenon that is the subject of the study. .

This approach is defined as a set of research procedures that are integrated to describe the phenomenon or topic based on collecting, classifying, processing, and analyzing facts and data in a sufficient and accurate manner to extract their significance to reach results or generalizations on the phenomenon or topic under investigation (Bashir Saleh Al-Rashidi, 2000, p. 59).

9. Descriptive analysis of the questionnaire results:

Personal data:

*Gender:

Table 1 shows the distribution of sample members by gender.

ratio	frequency	Sex
% 86.36	19	male
% 13.63	3	female
% 100	22	total

We note from Table 1 that the majority of the study sample are males, representing 86.36% of the total individuals, while females represent 13.63%. This is because the sports field has a specific male interest more than a female interest.

*the age:

Table 2 shows the sample members by age

ratio	frequency	Age (years)
13.63%	3	21 -25
36.36%	8	26-36
%50	11	More than36
%100	22	total

We note from Table 2 that the majority of individuals are over 36 years of age, at a percentage of 50%, while the percentage of respondents whose age is between 26-36 years is 36.36%, and of people between 21-25 years of age is 13.63%.

*Educational level:

Table 3 shows the educational level distribution of the sample members

ratio	frequency	educational level
%63.63	14	secondary

%27.27	6	University
%09.09	2	Postgraduate
%100	22	total

We note from Table 3 that the majority of the sample members are at a secondary level, as their number reached 14, with a percentage of 63.63%, then followed by the university category, with a percentage of 27.27%. The smallest number of members of the study sample were from postgraduate studies (Master's/PhD), with a percentage of 09. ,09%.

***Job specialization:**

Table 4 shows the job specialization of the sample's distribution

frequency	ratio	Job specialization
13.63%	3	Sports advisor
36.36%	8	Lead educator for physical and sports activities
22.72%	5	Educator for physical and sports activities
27.27%	6	Administrative framework
100%	22	the total

From Table 4, it is clear to us that the majority of the sample members hold the position of head educator for physical and sporting activities, as their number reached 08 with a percentage of 36.36%, followed by the administrative framework category with a percentage of 27.27%, then individuals who hold the position of educator for physical and sporting activities with a percentage of 22.72%. While the percentage of individuals who work as a sports advisor was 13.63%.

10. Presentation, analysis and discussion of the results of the questionnaire addressed to the directors and managers of the multi-sport office of the state of Chlef and its affiliated units.

10.1 The first axis: regarding the first hypothesis.

Table 5 shows the sample members' answers to the first axis

Statistical significance	significance level	probability value,	correlation coefficient,	standard deviation,	The mean	Dimension	The first axis
significant	0.05	0.01	0.72	1.68	19.32	Recruitment and recruitment	The relationship according to the dimension (recruitment and employment) of the sports practice of sports facility managers
				1.74	34.66	Sports practice	
significant	0.05	0.01	0.70	1.66	19.89	Development training	The relationship according to the dimension (training and development) of sports practice for sports facility managers
				1.72	34.66	Sports practice	

From Table (5) it is clear that there is a strong, statistically significant direct correlation (for a probability value less than (0.01)) according to the two dimensions (recruitment recruitment and

training and development) for managers and managers of sports facilities and improving the level of sports practice, where:

- ✓ There is a correlation according to the two dimensions (recruitment and recruitment and training and development) and an improvement in the level of sports practice. This indicates: the existence of a correlation at the significance level $\alpha \leq 0.05$, so that the correlation coefficient reached 0.72 for the recruitment and recruitment dimension and 0.70 according to the training and development dimension, which are highly statistically significant values. At the level of 0.01, which means that the more recruitment, training and good development of managers and managers of sports facilities, the more this leads to improving sports practice.

10.2. The second axis: regarding the second hypothesis.

Table 6: Shows the sample members' answers to the second axis

Statistical significance	significance level	probability value,	correlation coefficient	standard deviation	The mean	Dimension	The second axis
significal	0.05	0.01	0.68	1.71	19.42	Performance measurement and evaluation system	The relationship according to the dimension (recruitment and employment) of the sports practice of sports facility managers
				1.72	33.69	Sports practice	
				1.66	19.73	Compensation and incentives system	The relationship according

significal	0.05	0.01	0.70	1.76	33.69	Sports practice	to the dimension (training and developme nt) of sports practice for sports facility managers
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From Table (6), it is clear that there is a strong, statistically significant direct correlation (for a probability value less than (0.01)) according to the two dimensions (performance evaluation measurement system and incentive compensation systems) for managers and managers of sports facilities and improving the level of sports practice, where:

- ✓ There is a correlation according to the two dimensions (performance evaluation measurement system and incentive compensation systems) and improving the level of sports practice. This indicates: the presence of a correlation at the significance level $\alpha \leq 0.05$, so that the correlation coefficient reached 0.68 according to the performance measurement and evaluation system dimension and 0.70 according to the compensation and incentive systems dimension. These values are statistically significant at the level of 0.01, which means that the stronger the performance evaluation measurement system and incentive compensation systems for managers and managers of sports facilities, the more this will lead to improving the level of sports practice.

11. Discussion of the results:

Through the results obtained in Table (5) of our study, most of the answers of managers and managers confirmed that there is a fairly high relationship between administrative practices for managing human resources and improving sports practice according to the two dimensions (recruitment and employment, training and development) for managers of sports facilities. The correlation coefficient obtained between the relationship between the two dimensions (recruitment, recruitment, training and development) and the improvement of sports practice, which was estimated at: 0.71, which is a strong direct relationship, and this is consistent with what (Abdul Mohsen Ahmed Haji Hassan, 2010) indicates in clarifying the extent of the contribution Human resources management practices in achieving institutional excellence in Zain Kuwait Company, Highlighting the role of human resources management practices in achieving institutional excellence, which gives a clear picture of the aspects that should be paid attention to, and confirming the impact of human resources management practices (recruitment

and appointment, training and development, occupational health and safety) in achieving institutional excellence in the Kuwaiti Zain Company. In addition to this, we find a study (Ziyad Mufid Al-Qadi, 2012) that there is a close connection between (recruitment and recruitment, training and development, and employee participation) as strategic practices for human resources management and the performance of employees, and this indicates that private universities in Jordan are interested in these practices in general. The performance of private universities in Jordan is linked to administrative practices through the performance of employees. This indicates that private universities in Jordan consider the practices (recruitment and appointment, training and development, and employee participation) adequately as a tool to improve the performance of employees and thus the performance of private universities in Jordan.

Through this, we conclude that we have proven the validity of the first partial hypothesis, which suggests the existence of a statistically significant relationship at the significance level $\alpha \leq 0.05$ according to the two dimensions (recruitment recruitment and training and development) for managers of sports facilities and the improvement of sports practice.

Through the results obtained in Table (6) of our study, most of the answers of managers and managers confirmed the existence of a relationship between administrative practices for managing human resources and improving sports practice according to the two dimensions (performance evaluation measurement system and incentive compensation systems) for managers of sports facilities, through... The correlation coefficient obtained between the relationship between the two dimensions (the performance evaluation measurement system and incentive compensation systems) and the improvement of sports practice, which was estimated at: 0.69, which is a strong direct relationship, and this is what we find in contrast in our theoretical background in the study (Baait Issa, 2015), In clarifying some of the ambiguity that surrounds the concept of human resources management in the sports field, while identifying the path that facilitates the management process through serious follow-up of the human element, and this is through training and developing knowledge, while providing an atmosphere and work climate that helps creativity and material and moral incentives that help achieve excellence. In performance. The application of a comprehensive and effective strategy, represented by support with human resources and various educational and pedagogical means for sports vehicles, will ensure their success in responding to the aspirations and diverse desires of young people of different ages and genders in practicing sports and entertainment in appropriate conditions. Based on the fact that they are means that mainly aim to guide groups within groups to interact, get to know each other, and reach rapprochement among themselves, in addition to this, we find a study (Ziyad Mufid Al-Qadi, 2012), that the performance of private universities in Jordan is linked to administrative practices through the performance of employees, and this indicates that private universities in Jordan considers the practices (compensation systems and employee participation) adequately as a tool to improve the performance of employees and thus the

performance of private universities in Jordan, and that there is a close connection between (compensation systems and employee participation) as strategic practices for human resources management and the performance of employees. This also indicates that universities The private sector in Jordan sponsors and pays attention to these practices. There is a close connection between (compensation systems and employee participation) as strategic practices for human resources management and employee performance. This also indicates that private universities in Jordan sponsor and care about these practices. In addition to the study (Abdul Mohsen Ahmed Haji, 2010), in clarifying the relationship of human resources management practices (compensation, occupational health and safety) in achieving institutional excellence in the Kuwaiti company Zain. All of this contributes to the transfer of influence and its extension to the human side, so that it becomes the top concern of institutions, as various programs, plans and strategies are built on its basis.

In accordance with an advanced policy and philosophy of comprehensive quality management by managing it in the best ways to achieve the set goals, work on qualification and investment in human resources has increased.

Through this, we conclude that we have proven the validity of the second partial hypothesis, which suggests the existence of a statistically significant relationship at the significance level $\alpha \leq 0.05$ according to the two dimensions (performance measurement and evaluation system and compensation systems) for managers of sports facilities and the improvement of sports practice.

Our study also relied on a sample with characteristics and variables represented in (gender, age, educational level, job specialization), where the percentage of males was 86.36%, which is the dominant group, and this is due to the nature of the activity, in addition to the age characteristics that were somewhat balanced and distributed into three stages of (21-25 years old), (26-36 years old), (more than 36 years old) In addition, the characteristics of the sample with regard to educational level were also prevalent in the category of those with secondary level, at a rate of 63.63%, and the majority of the sample members held the position of main educator for physical and sports activities, at a rate of 36.36%. These are the characteristics that qualified us to reach the results we have achieved, which enable us to By circulating it to the study community, the results may change with changes in the size and nature of the community, in addition to the conditions and work environment for similar future studies.

Through the above verification of the first and second hypothesis, it is possible to confirm the validity of the general hypothesis that suggested the existence of a relationship between the administrative practices of human resources management (recruitment recruitment, training and development, performance evaluation, compensation and incentive systems) with the sports component and the improvement of sports practice. This result is consistent with the results of a number of previous studies, such as the study of (Mohamed Qatab, 2017) in his study that there

was a statistically significant effect at $\alpha = 0.05$ for the evaluation in raising the performance of the sports complex, where the hypothesis was accepted because the evaluation variable factor is statistically significant (the probability of the t statistic is equal to 0.023, which is less than 0.05) and the effect is positive. Our study also agrees with the study of (Rabah Bourzama, 2011) in his study, which shows that the intensity of the attitude of employees (executors and workers) regarding the basic salary, the opportunity for promotion, and enjoying time in sports vehicles has a role in the process of managing human resources in sports bodies in light of globalization and the free economy.

12. General conclusion:

After discussing, analyzing and processing the results, we conclude that improving the level of sports practice is linked to the administrative practices of human resources management. This indicates that sports facilities adopt an effective management policy represented in the administrative practices of human resources (recruitment, recruitment, training and development, performance evaluation measurement system, compensation systems and incentives) and exploiting them. Appropriately, it is reflected in the improvement of sports practice, and this indicates the validity of the general hypothesis that suggests that there is a relationship between the administrative practices of human resources management in sports facilities and the improvement of sports practice. There is a strong positive relationship according to the two dimensions (attraction, recruitment and training and development) As administrative practices for sports vehicles and improving sports practice from the point of view of managers, this indicates that senior management is interested in these practices as an ideal option, in light of the previous statistical treatment of the data and comparing it with studies completed for all the partial hypotheses presented in the study, showing that the first partial hypothesis, which was formulated by finding a relationship, has been achieved. Statistically significant at the significance level $\alpha \leq 0.05$ according to the two dimensions: recruitment, recruitment, training and development for managers of sports facilities and improving sports practice.

The existence of a strong direct relationship according to the two dimensions (performance evaluation measurement system, compensation systems and incentives) as administrative practices for sports facilities and improving sports practice from the point of view of managers is linked to the performance evaluation system and compensation and incentive systems. This indicates that senior management attaches importance to these practices as an ideal option, in light of what Previously, a statistical treatment of the data and its comparison with studies completed for all the partial hypotheses presented in the study showed that the second partial hypothesis was fulfilled, which was formulated by finding a statistically significant relationship at the significance level $\alpha \leq 0.05$ according to the two dimensions: performance evaluation measurement system and compensation systems, incentives for managers of sports facilities, and improvement. Sports practice.

With the verification of the study hypotheses and through our theoretical and field study, which was carried out at the level of the multi-sport complex office of the state of Chlef and its affiliated units, we found that:

Administrative practices for human resources management are one of the most important factors influencing the improvement of sports practice at the level of the multi-sport complex office of the state of Chlef and its affiliated units.

13. Conclusion:

Based on the results of this study, it is possible to point out the scientific and applied benefit that we have achieved through this study, as we have proven the existence of a positive, statistically significant relationship according to the four dimensions (recruitment recruitment, training and development, performance evaluation measurement system, incentive compensation systems) for my managers. Sports facilities and improving sports practice, where the researcher focused on the impact that occurs between administrative practices for managing the human resources of sports facilities and improving sports practice and thus improving sports performance and achieving the desired results.

In light of the results we obtained through our field study, which are related to the administrative practices of human resources management and their role in improving sports practice, the researcher noticed some weaknesses in the management of the Chlef Multi-Sports Complex Office and its affiliated units. Accordingly, the researcher came up with some suggestions that would improve It contributes to the development of human resources management, which has a positive impact on improving sports practice:

- The necessity of paying attention to modern administrative practices, selecting and employing competencies, which allows for the modernization of the sector and the improvement of sports practice.
- The necessity of providing human and financial resources and placing them at the disposal of managers and managers.
- Building a training and training strategy based on a survey of the internal environment and a modern vision for human resources.
- Providing comfortable and appropriate conditions for managers and managers by codifying an incentive system outside the framework of public employment in accordance with a clearly defined performance evaluation strategy.
- Ensuring the independence of the management of sports facilities and granting them the right to dispose of their inputs according to what they deem appropriate for their structures.

- Completing new projects in line with the population density of Chlef Province.

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