Study the reality of organizational intelligence for police game managers from the point of view of the physical training division trainers

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ABSTRACT

This study aims to identify the quality of decision-making for managers of police games in the physical training divisions and to come up with recommendations that increase attention to this aspect, in order to improve the level of manpower working in this organization in a way that contributes to the progress of the work of these institutions. The study is based on the descriptive approach using the survey method, and the questionnaire was used to explore the views of the study sample, which is made up of directors working in the physical training divisions, who numbered (60) managers. The researcher also recommended several conclusions, which are:

1. A measure of the quality of decision-making was reached by directorates of police games and physical training divisions.
2. The quality of decision-making has a big role for police game directorates and physical training people.
3. The directorates must pay attention to the quality of decision-making to reach the required level of administrative competence

He also recommended several recommendations, namely:

1. Working on the participation of highly qualified trainers and administrators regarding decisions.
2. Paying attention to the means and methods that help officers develop capabilities in the ability to make good and sound decision-making and raise their standards.

A study of the organizational intelligence of police game managers from the point of view of physical training departments' trainers

Definition of research:

Introduction and Importance of Research:

The administration in the sports field, especially in police directorates, needs to fulfill some basic requirements, the most important of which is keeping up with the scientific development in the management of institutions and improving procedures that ensure the development of the level of administrative and technical performance of physical training personnel.

The physical training departments in the directorates of police games are the first institution in the directorates responsible for achieving the goal, achievement and developing sport, whether individual or collective, and those in charge of these directorates must have some characteristics, including organizational intelligence.

The importance of research in measuring the level of organizational intelligence of police managers is reflected in the sporting activities and effective participation in the police games.

Research problem:

Being an employee of the Ministry of Interior and a worker in sports activity in the physical training departments, the researcher touched on the importance of making the right decisions in achieving achievement in all sports activities that take place in this institution. Hence, the researcher asked the following question:

What level of organizational intelligence do police game managers have in physical training departments?

To answer this question, the researcher directed this study to come up with a statement of the organizational level of managers of police games in physical training departments.

Research aims:

1- Building the Organizational Intelligence Scale for Police Games Directors in Iraq from the point of view of the physical training departments trainers from the physical training department's perspective.

2- Identifying the reality of the organizational intelligence level of police game managers in the physical training department in Iraq

Research areas:

1. The Human Domain. Police games trainers in the physical training departments in Iraq.
2. Time range: 7/12/2020 to 3/8/2021.
3. Spatial Domain: Directorates of Police Games and Physical Training for People in Iraq.

Research methodology and field procedures:
Research Methodology
The researcher used the descriptive approach in his survey method for its suitability for this study. (1)

The research sample:
The sample of the research was represented by the (120) trainers of the physical training departments in the physical training departments of the police leaderships in the governorates of Iraq. The research sample was selected by the studied method and by (100%) of the research population.

Methods of collecting data and information:

1. Research questionnaire
2. Arab and foreign sources and references
3. International Information Network (Internet)
4. Personal interviews

Field research procedures:
Preparing the paragraphs of the questionnaire:
The researcher prepared an Organizational Intelligence Questionnaire form for the scale domains to indicate its validity after presenting it to the experts. The researcher prepared appropriate phrases for each field of research in order to inform the experts about them and express their opinion on whether these phrases are acceptable or not, as well as if there are phrases that need to be modified, deleted or added to Appendix No. (1) and after fixing the appropriate phrases that have achieved an acceptance rate. More than 80% of the opinions of experts and specialists, according to (42) data from (49) Appendix (2).
After collecting and unpacking the data, the researcher used (Ca.2), and the results showed the correctness of all expressions, because the value of (Ka2) the calculated expressions for these expressions was smaller than its tabular value (3.92) at the degree of freedom (1) and the

level of significance (0.05). Thus, all the expressions of the questionnaire were accepted. .
The questionnaire was developed in its final form consisting of (42) paragraphs for the purpose of presenting it to the trainers of the physical training department in Iraq after linking it to the five-year alternative.

Statistical analysis of paragraphs:
The aim of analyzing the paragraphs of the questionnaire statistically is to improve the quality of the test by discovering the weakness of the paragraph and then working to reformulate it or exclude it if it is not correct. ((2))
Paragraph analysis is defined as the study that depends on the statistical and experimental logical analysis of the test units for the purpose of knowing their characteristics, deleting, modifying, replacing, adding or rearranging them to reach a consistent and honest test in terms of length and difficulty. ((3))
There are many methods, and the researcher has adopted the method of extremist groups to analyze the paragraphs.

Indicators of validity and reliability of the questionnaire:
Questionnaire validation:
The concept of validity is one of the most basic concepts in the field of testing and measurement. The validity of the test determines "the usefulness of a measuring instrument for a specific objective." ((4)) Validity is a critical concept in the field of measurement and it relates to whether the test first measures what has been measured, and the test is valid if it succeeds in
Measuring the extent to which the goals they were set for are achieved, and honesty is also known as the degree of accuracy associated with the complete success of measuring what you want to measure. (5)

Questionnaire stability:
The reliability of the test refers to the scores obtained by the same individuals at different times during the procedure, and from statistical methods for determining the stability parameter, the half segmentation method was adopted because it is a method that does not require a long time and complies with the test requirements, and the data obtained by the researcher has been relied upon in Exploratory experience. The questionnaire was divided into two parts, the first includes the scores of the paragraphs that carry the odd numbers, and the second includes the scores for the paragraphs that carry the even

numbers, where the simple correlation coefficient of Pearson was calculated, which reached the scale (0.78). , But this value represents the stability factor of half of the test, so it is imperative that the value of the stability factor be corrected until the test is required as a whole. Therefore, the researcher used the Spearman - Brown equation to correct the correlation coefficient and thus the reliability of the resolution became (0.88). Thus, the questionnaire can be used as a research tool (6).

Objectivity:

The test is objective when the test results are not affected by the personality or personality of the registrant, which means that the subject gets a certain score when he corrects more than one test, and among the qualities that make the test a goal is that the questions that the test contains are specific and the question has one answer and is not ambiguous. (7)

Objectivity means the impartiality of the judges in giving results or values and reaching the same result or the same result, and since the questionnaire is based on a five-point scale, what the arbitrator must do is put scores for each individual and this score does not differ with the arbitrators.

Exploratory experience:

After the scale became ready for application, the researcher conducted the exploratory experiment before the final application of the research in a timely manner on (12/1/2021) by applying the questionnaire and on a sample consisting of (10) trainers for training. For the purpose of preparing the reasons for success when applying the main test to a research sample for the purpose of ensuring that the sample understands the paragraphs of the questionnaire and to avoid any errors or difficulty when submitting during the main test.

Key Experience:

The purpose of conducting this experiment is to apply the questionnaire to the administrative authorities with the aim of statistically analyzing the paragraphs and knowing the discriminatory power of the questionnaire paragraphs and identifying the distinct and non-distinct paragraphs with a date of (1/2 / /) 2021) The researcher conducted the main experiment, and to achieve this, the researcher followed the following steps:

Statistical methods:

The researcher used the statistical bag spss

Presentation, discussion and analysis of results:

Presenting and analyzing the results of the organizational intelligence scale dimensions of the application sample and discussing them:

Presenting and analyzing the results of the organizational level in the dimension (strategic vision) of the application sample and discussing them:

Table No. (1) shows the degree of evaluation, the calculation methods, the relative weight and the level of each paragraph of the dimension (strategic vision) of the application sample.

Strategic vision					
the level	Relative weight%	SMA	Total responses	The paragraphs	No
very high	86.60%	4.33	130	There is capacity for the institution to continuously develop the people of physical training	1
high	% 82,000	4.100	123	The manager is characterized by his objective and transparent dealings	2
very high	86.60%	4.33	130	The manager has a vision for the people of physical training	3
very high	93.34%	4.667	140	Has the ability to develop solutions to achieve goals	4
Weak	% 50	2.50	75	The scientific foundations are the basis for the manager's work	5
high	% 80,000	4.000	120	The manager has the capacity for creativity and innovation by working	6

Average	66.60%	3.33	100	The manager is allowed to participate in the decision making	7
very high	88,000%	4.400	132	The director is keen to fully present and implement the institution's policy	8
very high	86,000%	4.300	129	The director is keen to fully present and implement the institution's policy	9
high	83.333%	4.167	125	The manager works continuously to achieve the business goals	10
high	80.267 %	40.133	1204	The total score of the dimension	

It is clear from Table (5) that the paragraphs of the dimension scale (strategic vision) number (10) paragraphs, and the answers to them varied, as the paragraphs (1, 2, 3, 4, 6, 10) differed. 9,8) had a very high and very high standard. In the sense that the director is keen to implement the policy of the sports institution according to scientific foundations and that the level of the dimension as a whole has reached a high level.

Through the results presented in Table No. (5), it was found that the organization's ability to transfer or transfer skills when new tasks emerge and the organization's ability to transform the manager's tacit knowledge into a strategic vision, especially in achieving great goals. The serious and real pursuit of implementing this vision to come out with an important message in the success of that organization and reaching success at work, the vision of the organization aims to manage and coordinate information and thought in order to achieve the goals as well as the intellectual capacity of the organization to solve organizational problems and this is done through the unification of its technical and human capabilities as well as the use of knowledge The new application and its application in situations facing competition and the shift in work towards competition in all competitions and events through a clear, real and serious vision to build a capable and competitive organization in the development of the assigned business as well as the advanced results of all sporting events, especially entering the world of professionalism, which requires modifying its organizational structure and the presence of experts to develop Strategic plans and future vision. It is responsible for making decisions of an elaborate strategic nature, which result in generating and seizing opportunities and reflecting this on the organization. The researcher believes that the process of continuous adaptation to the external environment requires a strategic vision, as well as achieving integration between its structure and strategy and those working in its strategic and organizational framework (1).

As for paragraphs (5 and 7), they were on a medium and weak level. The organization needs agility, that is, an agile organization that deals with the surrounding conditions, especially what all current organizations suffer from an increase in the size of the organization and this affects its movement and dynamics of its work and seize opportunities. Obvious stagnation is negatively reflected in business. And the serious pursuit of competition, as well as we need a division system based on transparency and disclosure of information, to ignore the hierarchical structure and functional centers, to operate more easily and efficiently, pay attention to time and data, as well as focus on business (2).

Presenting and analyzing the results of the second dimension (desire for change) in the application sample and discussing them

Table No. (2) Shows the degree of evaluation, the arithmetic averages, the relative weight, and the level of each paragraph of the dimension (desire to change) of the application sample.

Desire for change				The paragraphs	T
the level	Relative weight%	SMA	Total responses		
very high	96 %	4.80	144	The manager is keen on his desire for change	1
very high	91.40 %	4.57	137	The manager has the desire to search for new ways to achieve goals	2
very high	87,333 %	4.367	131	The manager has the flexibility to change his	3

the level	Relative weight%	SMA	Total responses	The paragraphs	No
				plans	
Average	68 %	3.40	102	The manager deals with the internal environment of the institution and understanding its changing events	4
Weak	50.60 %	2.53	76	The manager motivates the employees for the change that guarantees the best results	5
very high	% 90,000	4.500	135	The manager is airy and does the best way to do the work	6
very high	% 92,000	4,600	138	The manager wants to enhance the work environment by relying on positive ways of thinking	7
very high	88.60 %	4.43	133	The manager allows an open and changeable business climate	8
high	% 84,000	4.200	126	The manager has sufficient awareness and awareness that change is a necessary requirement	9
high	% 83.111	37.400	1122	The total score of the dimension	

It is clear from Table No. (6) that the scale paragraphs after (the desire to change) and adults (9) paragraphs, and the answers to them varied, as the paragraphs (8,8,2,1, 3,6,7) were at a very high and very high level . The level of the dimension as a whole has reached a high level.

Through what was mentioned above, the level is high, and the researcher attributes that to a desire to manage change in line with the requirements of the federations and the Olympic in the global shift towards investment and privatization instead of the government sector and the government sector. Direct support and the establishment of a private company, and this requires building a new organizational structure and following the decentralization of work, as well as working on change by making use of existing competencies and experiences, benefiting from the mistakes of the past, drawing a vision towards change, supporting creativity, and benefiting from important experiences in promoting competition (8).

As for the paragraphs (4), they were on an average level, so the researcher attributes that to the fact that change requires an in-depth and real study based on scientific data and study, and that any transfer requires all male and female workers. Trainers are able to complete the tasks assigned to them and chart the future of that organization according to this important and important change, as each private organization differs from others and even the circumstances as well and the ability of the organization not to do so. Awareness of complex information from the outside world or the external environment and the organization's ability to respond to this information in an appropriate and appropriate manner.

As for paragraphs (5) in the low and weak level, the researcher attributes this to the laxity that occurs in those organizations, the presence of favoritism or interference in decisions, the inability to deal with the requirements of speed in dealing with matters, a large number of errors and even the ability to confront and isolate situations About the world and their environment and learning from mistakes may be subject to collapse, as unintelligent organizations fail to detect even the most visible signs of change in their environment unlike intelligent people who creatively deal with threats and opportunities and learn constantly from their experiences and the mistakes of their competitors, sufficient flexibility to respond, modify and rapidly grow in those organizations Which seeks to develop its institutions to be such organizations to avoid errors, whether administrative or financial (2).

Presentation and analysis of the results of the third dimension (spreading knowledge) in the application sample and discussing them:

Table No. (3) shows the degree of evaluation, the calculation methods, the relative weight, and the level of each paragraph of the dimension (spreading knowledge) of the application sample.

Spreading knowledge					
the level	Relative weight%	SMA	Total responses	The paragraphs	No

Very loud	91.40 %	4.57	137	The director uses the modern scientific and technological method of work	1
very high	88 %	4.40	132	The manager is encouraged to share information and knowledge among themselves	2
Too high	88.667 %	4.433	133	The director supports and disseminates all information programs and systems	3
high	82.667 %	4.133	124	The manager encourages modern training programs for trainers to gain knowledge in the field of work	4
Too high	85,333 %	4.267	128	The manager works to develop the skills of coaches appropriately for the job	5
very high	84.667 %	4.233	127	The director is keen on scientific development training programs and the development of work performance	6
Average	56.60 %	2.83	85	The manager provides all the information and means that produce the full knowledge of the coaches	7
high	% 80,000	4.000	120	It helps the manager to expand the coaches' thinking and creativity	8
high	81.917 %	32.767	983	The total score of the dimension	

It is clear from Table No. (7) that the scale paragraphs after (spreading knowledge) and adults (8) paragraphs, and the answers differed in them, as the paragraphs (8, 4, 2, 1, 3, 5) differed. 6) They achieved very high and very high. , And that the level of the dimension as a whole has reached a high level. The researcher attributes the reason for the high level of respondents to the fact that using the principle of transparency and clarity in dealing with events and accessing information in an easy way will reflect positively on the work, and the smart organization encourages participation in decision-making to achieve organizational goals and an understanding of what is required to make empowerment more effective and traditional bureaucratic leadership and authority null. Interest and slow in the face of competition X, the world and the ocean are moving fast. ((1))

The paragraphs (7) on the average level of the P attribute of the researcher caused the sample in it to be necessary to reach the steps for the correct decisions, which reflected the benefits towards the quality of decisions and work to find trainers and administrators. It is commensurate with their high commitments and the final decision and wono, and the pursuit of regularity, empowerment and empowerment to achieve the set goals and move away from chaos and randomness and the flow towards accurate and healthy information through

scientific and realistic management in the face of those conditions and difficulties that require knowledge and scientific competence for the leaders of these organizations and managers of those activities and sporting events and are not limited to them. Only, but also training assistants and workers to develop those curricula and sports programs and strive to develop a comprehensive perspective for all. He participates in it so that everyone feels that they are equal to participate in the decision-making process.

The researcher believes that the monopoly of decision, knowledge, and organizational behavior that is not motivated and restricted will make the organization not keep pace with events and the absence of smart organization that deals with modernity and circumstances by various means, and this is reflected. In the extinction of innovation and creativity, the disturbances that occur, the failure to adapt to them, the absence of a plan to follow them, and a periodic review of what has been achieved and presented. As well as coordination between departments among themselves and the failure of managers will weaken that institution or organization, and this is a major reason for the failure of these organizations to achieve what is required of them. Empowerment and the spread of administrative and scientific knowledge to all will lead to the birth of leaders capable of marching

success and overcoming all those surrounding circumstances, especially today. Facing these crises, whether financial, administrative or technical (1).

Presentation and analysis of the results of the fourth dimension (common destiny) in the request sample and discussing them:

Table (4) shows the degree of evaluation, the arithmetic averages, the relative weight, and the level for each paragraph of the dimension (common fate) of the application sample.

Shared destiny					
the level	the weight Relative%	SMA	Total responses	The paragraphs	No
very high	87,333%	4.367	131	The manager links the institution's programs with the goals	1
very high	96%	4.80	144	The manager works to strengthen the human ties of the coaches themselves	2
Average	68 %	3.40	102	The manager feels the coaches belong to their work	3
very high	98%	4.90	147	The manager is encouraged to work together and express opinions about it	4
very high	86,667%	4.333	130	The manager urges social bonding between himself and the coaches	5
very high	99.40%	4.97	149	Motivates the manager to achieve social bonds and occasions	6
Weak	52%	2.60	78	Foster a sense of responsibility for the relationships between the manager and the people's officials	7
high	% 83.905	29.367	881	The total score of the dimension	

It is evident from Table No. (8) that the paragraphs of the (common destiny) dimension (7) paragraphs, and the answers differ in them, and that the paragraphs (6, 5, 4, 1, 2) are of a very high level, and that the level of the dimension as a whole has reached the level of high.

The researcher attributes the reason for the fall of the sample members to a high level, as the organization seeks to achieve specific and important goals and works with its workers to achieve those goals, especially since sports organizations and institutions have two goals, the first: sports achievement and meeting the needs of its workers, including coaches, administrators and players. It works to collect best practices in physical training personnel to achieve the principle of a comprehensive and coherent perspective, in addition to a standard that organizes a set of principles and behaviors to promote good and better practices and successful decision-making. The success of the organization is reflected positively on its employees, as there is a common destiny and organizational behavior to achieve the desire to raise the level of that organization and achieve job satisfaction and the desire for serious and continuous work. This will be reflected in the organizational commitment of that organization (1).

As for paragraphs (3) at the intermediate level, the researcher attributed the reason for the sample members 'falling into them to confront the new strategic events and decisions on the scene, so that the organization must understand the environment in which it works and form a clear picture and then work to direct its eyes towards the sides. Interior to work. The external environment and this strategic perspective helps unify efforts in promoting success and continuing to achieve goals.

As for the two paragraphs (7), at the researcher's level, Fayzo is weak. The reason for the sample members is weak at the level of uncertainty in the desire for work, the internal environment and external knowledge of the readiness of the culture of value creation. The sports organization needs a reason to exist and all employees know and understand the roles assigned to them in addition to finding alternatives, because without alternative procedures for work there will be no

opportunity to provide the best, as the smart organization is the only one working to create those alternatives in a dynamic way, and continuous learning from errors and circumstances, Facing changes and competition using the flexible organizational structure, entering the world of competition and using strategic and systemic thinking, and this creates innovation and work to achieve a common destiny. Consolidation of those efforts, Table (5) shows the degree of classification, the calculation methods, the relative weight and the level for each dimension (work pressure) when applying a sample

promising dispersion, loss of purpose, and decline in performance. This will inevitably affect success, competition and the best achievements and tournaments we strive for (2).

Presentation and analysis of the results of the fifth dimension (work pressure) of the application sample and discussing them:

Work pressure					
the level	Relative weight%	Average arithmetic	Total responses	The paragraphs	No
Too high	% 90,000	4.500	135	The manager believes they must put in more effort at work	1
Too high	87,333 %	4.367	131	The manager encourages dedication to work and correct performance	2
high	83.333 %	4.167	125	The trained manager is motivated by competence in achievement	3
very high	% 93.43	4.667	140	The manager works on the right job to avoid stress at work	4
Too high	90 %	4.50	135	The manager has the skills that help him in dealing with performance stress situations	5
high	80 %	4.000	120	The manager has the driving influence of performance and work pressure	6
Weak	52%	2.60	78	The manager gives enough attention to the coaches to perform better	7
very high	94.66 %	4.733	142	The manager distributes coaches according to their competence and competence	8
high	83.833 %	33,533	1006	The total score of the dimension	

It is clear from Table (9) that the paragraphs of the scale of (work pressure) dimension (8) paragraphs, and the answers in them varied, as in paragraphs (6,5,2,1,8,4, 3) at a very high and very high level. The level of the dimension as a whole is at a high level.

The researcher attributes the reason for entering the sample members to the level that it indicates that the managers' continued use of delegation and training to bear the burden of recruitment leads to desirable results, especially as the clubs and institutions that use organization and strategy. Intelligence to utilize human resources in the most optimal and complete manner leads to alleviating this pressure and getting rid of the burdens

that fall on the shoulders of the organization and may increase the damage to it, and we urgently need to give a positive role to the workers. And participate in decision-making and bear the burdens and duties entrusted to them without being satisfied with the director and others. (1)

The researcher believes that organizations that try to combine openness and administrative use of smart organization tools may enter into a new battle that undermines the organizational conflict. Clubs, institutions and organizations should use a method that prevents duplication and conflict of powers because work requires concerted efforts to achieve the desired goals and reduce time and effort. This is what all research organizations

aspire to. On modernity and organizational intelligence to get rid of the accumulations of abuse of power and laxity in it. ((2))

As for paragraphs (7) in the level of weakness, the researcher attributed the reason for the occurrence of the sample members to the failure to keep pace with the events that plague us from uncontrollable circumstances and the acceleration and absence of these events. Suitable environment and the inability to cope with those conditions. Acceleration and change require great ability and speed in decision-making to face those pressures that directly affect the success of the club, as there will be internal and external pressure that may directly and indirectly affect the ability of that organization or club to deal with it. This pressure and thus becomes a great burden that the organization cannot bear and leads to failure to achieve the plan as well as the loss of personnel. And members and lack of confidence in the future in the face of any challenge, because work pressure generates errors and accumulations, and this shows that he will lose control and failure will be his ally (3).

Discuss the results

Organizational intelligence is considered one of the important processes that require scientific competence in addition to the experiences gained from administrative work and others, especially as this performance will draw future plans to build an important mathematical base for all sporting events and activities, especially since administrative work is important in achieving goals with the least effort, time and cost, and in order to preserve On organizational intelligence in accordance with the conditions, standards and transparency of the urgent need to provide the best services according to those standards and get rid of administrative deviations, confusion, randomness and lack of clarity of goals through Table No. (2) it is clear to us that the paragraphs were obtained on average.

While the other paragraphs received the questionnaire at a low level and raise the standards, which is a major reason for not achieving the standards and goals.

He is not interested in developing a future vision and strategic planning to build smart clubs and institutions, as well as administrative, qualification and training courses within development programs. Continuous evaluation, self-monitoring, the ability to set plans and goals periodically, objective and scientific studies, not randomly, and accelerate the implementation of plans without taking into account reality and justifications based on objective grounds and issuing judgments and decisions. This is not in line with the required objectives. Work in institutions according to external changes and conditions, and work according to the new central instructions related to sports federations and the Olympic Committee.

Conclusions:

1. The construction of the organizational intelligence scale for police game directors was reached from the viewpoint of the physical training departments' trainers in Iraq.
2. Police games managers have a high level of organizational intelligence to serve their organizations.
3. Directorates must pay attention to organizational intelligence to reach the required level of managerial competence

Recommendations:

1. Reliance on strategic planning and building smart organizations
2. Working on the participation of highly qualified trainers and administrators in building smart organizations.
3. Paying attention to the means and methods that help managers develop their capabilities in organizational intelligence and raise the level of the club and physical training personnel.

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