

The role of human resources in the success of sports investment in the Maysan Directorate of Youth and Sports

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Abstract

The research included the introduction and its importance, and the researcher touched on the role of investment in human resources, and the importance of the research came in defining the role of sports investment in the Directorate of Youth and Sports in Maysan, in relation to the research problem. Activating the role of human resources in achieving investment in light of an analysis of strengths, weaknesses and opportunities that must be prepared for existence. I have worked to develop mechanisms to increase sports investment in the Youth and Sports Directorate in Maysan, so the researcher said I decided to study this problem and develop solutions to it. As for the fields of research, they included the human field, which represents members of the Premier League clubs in football and determines the temporal and spatial domain on the website of the Directorate of Youth and Sports in Maysan. The researcher used the descriptive approach, and the research sample consisted of (41) members from the Premier League football clubs, if the researcher used a scale (to invest human resources for the Youth and Sports Directorate in Maysan), and the (SPSS) system to obtain the results of the research, and the researcher concluded that a large proportion of The directorate's research sample have positive opinions about human resources for sports investment in the Directorate of Youth and Sports in Maysan. The researcher recommended investment, which is the level of understanding demonstrated by the research sample of the role of the people in charge of sports.

Definition of research

Introduction and importance of research

Sport is part of the national production and income system of any developed society. Countries depend on sports to grow their economy through investment, either directly or indirectly, such as expanding the base of practice as a goal for health and development, and for a generation that has good health and good morals, and supports loyalty and loyalty. Integration of the elements of society as a social goal and there are direct contributions such as marketing, investment, sponsorship, fees for television broadcasting rights, advertising revenues, organizing events and sporting competitions, which have become a great source of income for the organizing countries, which have become a large revenue and part of the production system for many countries. Human resource management is one of the functions of aem management to focus on the human element, which is the most valuable resource for management and the most influential in productivity at all. Human resource management is part of the pillars in most organizations in terms of lon Ger, along with strengthening the organizational capacity and institutions to attract and qualify the necessary and capable competencies To keep abreast of current and future challenges. Hassan Ahmed Al-Shafei (5: 1) states that investment in the sports field seeks to keep pace with global developments in launching the freedom of sports investment to encourage the participation of the private sector to invest in the sports industry, manage and develop sports facilities that will economically affect the efficiency of sports services and raise the level of human cadres. A contemporary of the most prominent pillars of our world due to economic growth and social development in it, it has moved from just a hobby to entertain and enjoy the structure and body of sound to a professional sector in itself, and the transformation of yesterday's hobby for today's industry and in the future

led to the development of the sports field to expand cities and suburbs due to the large organizations and the organization of many From the subsidiary institutions such as meeting rooms, meetings and centers, various stadiums, parks and fortified hotels that enter in Lahe both computational investment and lead to great returns that are reflected in physical activity in general, the researchers see through the importance of his research in determining the role of human resources in the field of sports activity for sports clubs In the Iraqi Football Premier League because of its exposure to many changing and different aspects within the clubs that require it to use the reality of clubs, organization, qualification and motivation of human cadres to achieve optimal performance in hopes of winning. The researcher said that the results reach the service of workers in the field of sports and scientific research by people by type. Of human resources were covered in the study.

Research Problem

Talking about sports management and the various investments that roam the world of sports are almost non-existent in the world in general and Iraq in particular because of many factors that prevented entering this broad economic field with many benefits, and among the most important of these factors was the economy that was previously the country of Iraq that was not there Correctly investing or any kind of club success and this has things about the clubs in the Iraqi Football Premier League and through the experience of researchers being one of the members of the public body and the valley will not develop mechanisms to activate the role of human resources in achieving investment for clubs in the Iraqi Football Premier League, in Light analysis of the strengths, weaknesses and opportunities that must be prepared for existence, action and subtraction. Putting in place ambitious human resources development mechanisms to achieve increased investment in sports clubs in Iraq, the Football Premier League. .

Research Objectives

The research aims to identify the role of human resources in the success of investment in sports bodies

1. Identifying the reality of investing in human resources in the sports clubs of the Iraqi Football Premier League.
2. Knowing the organizational and administrative structure of human resources in the sports clubs of the Iraqi Football Premier League.
3. Learn about the qualification and motivation of human resources in the sports clubs in the Iraqi Football Premier League.

Imposing research

The researchers hypothesized how human resources would succeed in the investment process in the sports bodies of the Premier League football clubs

Fields of research

Human field :a sample of those who work in sports clubs Iraqi Premier League football.

Spatial Domain :In the location of their clubs

3- The temporal domain: the period from (1/10/2020) to (11/15/2020).

Theoretical studies

The Role of Human Resources

The world today is going through a phase full of important economic developments and challenges as a result of the great changes in various economic, social and political fields. Most countries of the world have adopted market economies and are working to liberate their economies from all economic bottlenecks in the field of trade, investment, production, services, and perhaps distinct changes in general characteristics. Major

transformations in the twenty-first century, there is an evolution of modern management thinking, from viewing the human element as the main wealth in any institution, whether it is production or service (Mazen 9: 1 7)

The role of investment in sports institutions (33: 1 2)

Sport is one of the areas of investment in fruit, which has lasted for Seer years. In addition to being the identity, it is closely related to the economic sector and can be a source of huge income in the whole world, and this is understood by the major industrialized countries. It has become involved in sports as a real industry and investment in any huge capital, but it believes that if sports are linked to investment, it will lead to The disappearance of this matter, which reflected positively on the sporting situation in these countries, allowed the development of their institutions and their sporting performance and the and the excellence, as it is the sport of the most successful investment projects at some point in the third world countries, sports are still considered a waste of time and money, and this is why its sports institutions and most I claimed the most basic elements of development and success.

Research methodology and field procedures

Research Methodology

The two researchers used the descriptive approach in the case study approach to its suitability to the nature of the problem, and this research is one of the descriptive studies concerned with studying the phenomena associated with the research problem, where the survey method was used, in proportion to the nature of the problem. This approach and the objectives of the study and because the curriculum are descriptive studies that mean and develop future indicators and predictions. (263: 2 3)

Research and sample community

The community and the research sample of sports clubs in the Iraqi Football Premier League were identified for the academic year 20-20-20 21 AD. They were deliberately chosen by 80 members from (13 clubs) and (7 clubs) were excluded for not being on the club's headquarters. Distances are distributed over the sports clubs for the purpose of research procedures and the steps outlined for building the scale, as in Table (1)

Table No. (1) Shows the scale model for sports clubs in the Iraqi Football Premier League

Excluded forms		The research sample				research community		Management level
		the basic		Exploratory				
%	No	%	No	%	No	%	No	
18,98	3	67,08	7	13,92	2	22.90	12	Higher Management
35,89	1	56.41	9	7,69	3	23.79	13	Centralized management
19,25	4	68,98	25	11,76	6	55.31	35	production management
21,31	8	66,88	41	11.80	11	100	60	Total

The means of gathering information

The researchers used the following scientific methods to collect information:

- Arabic sources and references.
- Personal interviews .
- Opinions of experts and specialists.
- Scale (Tuana Muhammad Ali, 2014)
- Data collection forms (Meqyas)
- Data dump forms

Procedures Search Field

Identifying areas (axes): Scale (Tuana Muhammad Ali, 2014) role for clubs' human resources (4: 44):

The fields of scale were identified by researchers, after reviewing the literature that dealt with the topics, and after briefing experts and interviews, he concluded three axes for investing human resources: the reality of human resources, the organizational and administrative structure, and the rehabilitation and resource motivation axis. To benefit from them in the numbers of the scale paragraphs, where the researchers put (24) introductory paragraphs distributed into three areas, with (8) paragraphs on the reality of human resources, and (8) organizational and administrative paragraphs. And (8) paragraphs on qualification and motivation to obtain resources.

Determining the scale paragraphs and their validity

The two researchers formulated numbers for the scale paragraphs in their initial form, which are (24) paragraphs distributed over three dimensions of the scale, as shown in (Appendix 1). The paragraphs were presented to a group of experts for the purpose of evaluating and judging them in terms of their formulation and validity in the administrative measurement values included in the measurement and verifying the validity of the triple evaluation scale (agreed, neutral, not agreed upon) in order to express an opinion on the suitability of the number of paragraphs to the scale dimensions, In light of the opinions and experiences made by the experts, (2) paragraphs were deleted because they are not present. For its relevance and repetition of its content, the number of paragraphs has become (22) paragraphs of (paragraph 8) for the dimension of the reality of human resources, (paragraph 7) for the dimension of the organizational and administrative structure, and (7 paragraphs) for the dimension of rehabilitation and motivation, and the direction of the paragraphs was positive for the ease of drawing conclusions. When writing the paragraphs, the researchers took into account the following:

A clause should have only one specific meaning. And that the language of each paragraph is clear and correct.

Stay away from difficult phrases

Where the researchers analyzed the results of the scale numbers using the percentage as a criterion for acceptance and exclusion of the scale paragraphs, as it was agreed that the paragraphs accepted by (75%) or more of the arbitrators are valid and appropriate for judgment. A measure of "The researchers agreed to obtain the approval of (75%) or more from the opinions of the arbitrators regarding this type of honesty".

Table No. (2) Shows the percentage of answers (14) experts on each paragraph of the administrative values of the human resources scale

Paragraphs Dimension Reality of Human Resources			
Percentage	The number of experts disagreeing	Number of agreed experts	No.

%92.86	1	13	1
%100	zero	14	2
%85.71	2	12	3
%100	zero	14	4
%85.71	2	12	5
%78.57	3	11	6
%85.71	2	12	7
%100	zero	14	8
Paragraphs after the organizational and administrative structure			
percentage	The number of experts disagreeing	Number of agreed experts	No.
%100	zero	14	1
%85.71	2	12	2
%92.86	1	13	3
%92.86	1	13	4
%100	zero	14	5
%85.71	2	12	6
%92.86	1	13	7
The dimension of the rehabilitation and motivation dimension			
percentage	The number of experts disagreeing	Number of agreed experts	No
%100	zero	14	1
%85.71	2	12	2
%78.57	3	11	3
%92.86	1	13	4
%100	zero	14	5
%92.86	1	13	6
%92.86	1	13	7

Experience reconnaissance

As for the exploratory experiment "practical training for the researcher and n to know the advantages that are offset by conducting tests to avoid them" in order to give a clear picture and accuracy of measuring the candidate's vocabulary for the application in light of the research problem. A member from various clubs and with the help of the work team, the aim of the exploratory experiment was:

- Knowing the clarity of the scale phrases and understanding the sample members.
- Know how easy or difficult the test items are in order to reformulate them.
- Extraction of the scientific parameters of the applied scale.

Statistical paragraph analysis

Validation tool (scale)

What is meant is (that the method of measurement is honest and the test is true is (a test that measures with sufficient accuracy the phenomenon designed for measurement and does not measure anything else in its place or in addition to it). 291: 1 9). It has been proven that researchers support two types of validity measurements: First / Asala Al Dhahiri: The validity of the content aims to measure whether the paragraphs represent the behavioral domain sufficiently or the desired characteristic. (170: 1 3). In light of the opinions and reviews made by the experts, (2) paragraphs that do not fill their contents have been deleted and their content is repeated, so that the number of paragraphs (22) paragraph according to (paragraph 8) is a dimension of reality. Human resources and (paragraph 7) after the organizational and administrative structure and (7 paragraphs) for the dimension of qualification and motivation, thus becoming the candidate standard for application. Second / validity of construction. It is also called (the hypothesis of formation of sincerity) or (the validity of the concept) because it depends on the experimental verification that the user adopts and who builds it and the meaning of this type of validity is to measure the extent of the scale paragraphs of the attribute or behavioral phenomenon to be measured. (10:68) the researchers verified the validity of the building at its current scale in the following ways: First: the discriminatory power of the paragraphs: -The calculation of the discriminatory strength of paragraphs is the ability of the vertebrae to distinguish between individuals who scored high and who scored low. Whoever calls this process the method of the two extremes (196: 1 2), and for the purpose of revealing the discriminatory power of the scale paragraphs, the answers of the basic experiment sample were drawn. All members (80), were following the steps of the following:

- A. Correcting students' answers for each paragraph and for each of the seven personality traits.
- B. The order of the grades obtained by all the sample members from the highest degree to the lowest degree and for each characteristic.

He chose T (27%) from the higher scores in each paragraph and (27%) from the lower grades of the two groups. Napoleon represented the two parts, thus the number of members of each group became (80) members, and by using the T-test (T test for two independent samples, to test the significance of the differences between the averages The two groups for each of the 22 paragraphs of the scale, and in order to calculate the strength of the paragraph discrimination, Law (T) was used for samples that are not related with a degree of freedom (42) and after applying statistical processes to extract the discriminatory power of the paragraphs from the scale of administrative values of human resources, the following results emerged:

1. The discriminatory strength of the scale ranged between (7.807-21.783).
2. All the paragraphs of the administrative human resources scale for sports clubs in the Iraqi Football Premier League in Table (4) indicate that and as a result of the statistical analysis it was found that the scale paragraphs differ between the two groups.

Table No. (4) Shows the value (coefficient of discrimination) calculated for the paragraphs of the scale of administrative values of human resources for the construction sample using extreme groups

Moral	The	Value (v)	Lower group	Top group	No
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	probability value		P	s	P	s	
Distinctive	0.00	11.240	0.456	1.273	0.429	2.773	1
Distinctive	0.00	8.582	0.899	1.091	0.739	0.546	2
Distinctive	0.00	7.129	0.503	1.409	0.512	2.500	3
Distinctive	0.00	5.982	0.510	1.455	0.596	2.455	4
Distinctive	0.00	11.367	0.477	1.318	0.395	2.818	5
Distinctive	0.00	3.479	0.703	1.727	0.492	2.364	6
Distinctive	0.00	6.788	0.456	1.727	0.477	2.682	7
Distinctive	0.00	9.280	0.395	1.818	0.351	2.864	8
Distinctive	0.00	7.155	0.492	1.636	0.477	2.682	9
Distinctive	0.00	9.340	0.550	1.273	0.610	2.909	10
Distinctive	0.00	6.481	0.796	1.409	0.785	2.955	11
Distinctive	0.00	6.611	0.501	1.182	0.902	2.636	12
Distinctive	0.00	10.255	0.610	1.818	0.610	2.182	13
Distinctive	0.00	7.381	0.503	1.591	0.477	2.682	14
Distinctive	0.00	5.487	0.477	1.682	0.512	2.500	15
Distinctive	0.00	4.055	0.640	1.864	0.767	2.727	16
Distinctive	0.00	6.846	0.510	1.136	0.503	2.591	17
Distinctive	0.00	6.533	0.477	1.682	0.492	2.636	18
Distinctive	0.00	2.849	0.685	1.773	0.456	2.273	19
Distinctive	0.00	6.151	0.503	1.409	0.477	2.318	20
Distinctive	0.00	9.518	0.351	1.136	0.492	2.364	21
Distinctive	0.00	10.639	0.429	1.227	0.477	2.682	22

At a degree of freedom (42) below an error level (0.05) and an tabular value of (t) (2.00)

Second :Internal consistency coefficient (paragraph validation)

The internal consistency coefficient was extracted to reach the discriminatory strength of the positions as this method is called “honestly the internal consistency of the test as it is measured by calculating the correlation coefficient between the element (position) and the total number of axes (centers), the total result of the test (68: 1 6). The simple correlation coefficient (Pearson) was used to achieve this, and the researchers used this

indicator when extracting the correlation coefficient for the degree of each paragraph by the total degree of each feature of the human resources of the scale, and all adult respondents (80) members work in the clubs of Maysan Governorate, and it turned out that the paragraph has no significance The statistic of paragraph (1) of the dimension (the reality of human resources) and paragraph (1) of the dimension (the organizational and administrative structure).) It was excluded from the scale because its correlation coefficient is greater than the significance level (0.05), thus remaining (20) paragraphs of (7) Paragraphs after the reality of human resources (7) a paragraph for organization and after the administrative structure and (6) a paragraph for the dimension of qualification and motivation, and Table No. (5) shows the coefficient of internal coherence (Appendix 2.) The final measure of the administrative values of human resources for the Iraqi Premier League clubs.

Table (5) simple correlation coefficients for (Pearson) to examine the validity of the paragraphs of the administrative values of the scale of human resources for the Iraqi Premier League clubs for the building sample in the manner of internal coordination between the responses of each paragraph and the total score of the scale

Error level	Its correlation coefficient	Paragraph number	Error level	Its correlation coefficient	Paragraph number
0.00	0.811	12	0.00	0.783	1
0.00	0.781	13	0.00	0.790	2
0.00	0.783	14	0.00	0.659	3
0.00	0.677	15	0.00	0.677	4
0.00	0.643	16	0.00	0.783	5
0.00	0.782	17	0.079	0.187	6
0.00	0.777	18	0.00	0.582	7
0.112	0.122	19	0.00	0.688	8
0.00	0.766	20	0.00	0.704	9
0.00	0.655	21	0.00	0.821	10
0.00	0.782	22	0.00	0.893	11

At the degree of freedom (7 8) is less than the error level (0.05) and the scheduled value (y) (0.217)

More

It means "the extent to which the test measures the true amount of the property it aims to measure" (131: 7), and in order to extract the stability, the researchers used (half hash and Fakronback coefficient) as follows:

First: the half-segmentation method

The two researchers adopted the half-segmentation method because it is one of the most used methods of stability, so the researcher may not be able to collect the members of the sample again to re-apply the test, (34: 8) and the value of the correlation coefficient between the two halves (0.86) at an error level (0.00), and as we know That this value indicates the stability of the half of the test, so a (Spearman - Brown equation) was used to adjust the value. From the stability factor of the half test by the Spearman-Brown stability coefficient, the value of the reliability coefficient of the scale was (0.92). (Muhammad and Hussein) (103: 1 8) stated that the reliability coefficient ranges between (0.62) - 0.93), which is a high reliability coefficient It can be relied upon to estimate test reliability.

Second: the method (F-Cronbach parameter)

"The Alpha-Cronbach method is one of the most widely used measures of reliability because it relies on the consistency of personnel performance." The idea of this method, which is characterized by its consistency and the possibility of confidence in its results, is based on calculating the correlations between the scores of all the paragraphs of the scale on the basis that the paragraph is a holder - a single scale, and the reliability coefficient refers to the consistency of the individual performance, that is, the homogeneity between the elements of the scale, (354: 2) And to calculate the consistency of the Alpha Cronbach coefficient to measure the scale of the investment role of human resources for the Iraqi Premier League clubs in football, the two researchers relied on the same scale of building a sample of (80) players, and when calculating the value of the stability factor it became clear that (0.83) and the tabular value (t). (0.217) at the degree of freedom (78) and the error I level (0.05) which is a high reliability coefficient.

Objectivity

After removing the data from the test and returning it, it became clear that all the statements were clear to the sample, as it is characterized by that the alternatives are multiple choices, and the answer is not acceptable for more than one alternative. , And there is no expression for the open answer, as the questionnaire is highly objective and the sample members received scores.

Statistical Methods (191: 20)

(Percentage, arithmetic mean, standard deviation, simple Pearson correlation, Spearman - Brown equation, Cronbach alpha coefficient, Chi square)

Presenting, analyzing and discussing the results Presenting, analyzing and discussing the results of the dimensions of the administrative values scale for clubs human resources for the Iraqi Football Premier League Presenting and discussing the results of the administrative values scale after the reality of human resources

Table No. (6) Shows (the computed T) between the theoretical average and the arithmetic average for the dimension and reality of human resources

level indication	T Calculated	standard deviation	Arithmetic mean	Hypothesized mean	N	Number of paragraphs The dimension is the reality of human resources
0.00	11.326	1,075	16.717	14	80	7

Table (6) shows that the number of paragraphs of the dimension (the reality of human resources) is (7) items with a hypothetical average (14), while the arithmetic mean of the research sample is (16717) and a standard deviation. (1.075) where (T) was calculated between the default average, and the arithmetic mean of the research sample is (11.326) and the significance level (0.00), which indicates its meaning at the level of

significance (0.05). It was found that the arithmetic mean is greater than the default average, meaning that there are significant differences in favor of the arithmetic mean, as all the paragraphs of the dimension (the reality of human resources) obtained the acceptability of the research answers. The researchers attribute this through the opinions of the research sample to expressions of statistically significant differences in favor of the one who chose (agreed upon) so that investment in the sports field is made at the level of sports activities and the level of performance of the administrative staff. The efficiency is raised and the maximum return on investment is achieved in sports clubs. (Hussam Hassan Shehata) (9: 3) agrees that an investment-based economy is better able to achieve the economic effectiveness and efficiency of the sports institution and the goal of any investor is to continue the success of the project in various fields in general and in the fields of physics education in particular, and this indicates Rosell Hopi and others (2010 AD) (155: 6) that sports institutions were managing human resources greatly by finding the right person in the right place for the right job at the right time. The Human Resources Department is concerned with ensuring the availability of a well-trained workforce. On the other hand, the total size of some institutions, as well as the difficulties that stand in the way of managing distinguished institutions in the field of sports, make human resources management more difficult to deal with in a practical way. At the same time, there are also many sports entities that rely on human resources. The researchers see through this that despite the participation in clubs and sports, the reality of human resources, the exploitation of investment in some clubs, the rights of sports advertising, advertising companies and encouraging investment by the state, there is a deficiency in the role of investors and companies in the sports field, and the Master of Sports should not be a philosophy to guide And developing the reality of resources and investment in sports clubs to increase practice and achieve profit by making use of the capabilities.

Presenting and discussing the results of the administrative values scale after the organizational and administrative structure:

Table No. (7) Shows (the calculated T) between the theoretical average and the arithmetic average of the dimension (the organizational and management structure).

level indication	T Calculated	standard deviation	Arithmetic mean	Hypothesized mean	N	Number of paragraphs of the organizational and administrative structure dimension
0.00	12.884	1.620	17.467	14	80	7

Table (7) shows that the number of paragraphs of the dimension (after the organizational and administrative structure) is (7), and in the middle of the hypothesis (14), while the arithmetic mean of the research sample was (17). 467) and a standard deviation (1.620), where the (T) calculated between the default mean and the arithmetic mean of the sample reached (12,884) and with a significance level (0.00), which indicates its importance at the research level (0.05). It was found that the arithmetic mean is greater than the average of the hypothesis, that is, the existence of ethical differences, and in favor of the arithmetic mean as all paragraphs of the dimension (organizational and administrative structure) was acceptable for the answers of the research sample. The researchers attribute this to the importance of the organizational structure for investment in the sports field, expanding the base of sports practice, reforming the organizational structure of clubs, and that successful investment in clubs raises the value of institutions economically and works to develop their facilities and exploit the spaces and empty places in them to establish various activities and achieve an increasing and continuous return on investment. Providing the necessary liquidity to face any difficulties or crises faced by the clubs, as the QTWi administrative organizational structure includes the works and functions of the administrative key to solve problems related to the clubs, and it must organize and know the achievement of a clear organizational structure to achieve the investment goal. (Essam Mahmoud Farag) (2009) (80: 1) emphasized the knowledge of the organization and its internal functions and the building of the

hierarchy of the void where the comprehensive organization Adzo worked to work from the top of the organizational hierarchy, in agreement with everyone (Ibrahim Abdul-Maqsoud, Hassan Ahmed Shafei) (1: 77) the importance of the role of the human component in achieving the goals of the club and the necessity of choosing organization and management. Based on knowledge of behavior. The researchers believe that human resources management guarantees specialization in managing work within clubs through good performance and its distribution to the structure and activities that are carried out in a way that helps to achieve speed in implementation and reach investor satisfaction. Consequently, gaining the loyalty of society's segments to these clubs, achieving satisfaction with them, achieving legitimacy within the complex, and reaching goals. The powers and responsibilities necessary to accomplish this are determined by determining the organizational relationships between different individuals. And levels of organization. In other words, organizing means building the internal structures of a business and linking them together (5: 1 4)

Presentation and discussion of the results of measuring the administrative values of post-qualification and motivation:

Table No. (8) Shows (T calculated) between the theoretical average and the arithmetic mean of the rehabilitation and motivation dimension.

level indication	T Calculated	standard deviation	Arithmetic mean	Hypothesized mean	N	Number of paragraphs The dimension of rehabilitation and motivation
0.00	5.878	2.114	14.850	12	80	6

Table (8) shows that the number of the vocabulary of the dimension (qualification and motivation) is (7) paragraph with (14) hypothesis, while the arithmetic mean of the research sample is (14,850). With a standard deviation (2.114), where (t) was calculated between the default average and the arithmetic mean of the research sample (5.878) and the level of significance (0.00), which indicates its importance at the level of significance (0.05). . It was found that the arithmetic mean is greater than the average of the hypothesis, meaning that there are significant differences in favor of the arithmetic mean as all the items of the dimension (qualification and motivation) were acceptable for the answers of the research sample. . The researchers attribute this to the goal of raising the level of adaptation to environmental requirements, and they aim to train in order to continuously improve the performance of members and prepare cadres to occupy leadership positions. Scientific training and motivation requires the existence of a department specialized in training and developing employees and the participation of club members in rehabilitation and motivation programs for their development. Hana (Karim Al-Derzawi) (2011 AD) (11: 1 5) agrees that the consideration of sports clubs raises the level of their members' adaptation to the environment through a program of rehabilitation and motivation to develop the sense of responsibility of the workers towards the club. Sports activities and culture and motivating individuals to work to maintain their position through good achievement levels and lead to increasing the clubs' ability to carry out investment and economic projects and ensure their survival and continuity. Researchers believe that what the training and qualification process does for the human resources available to it results in achieving high quality in the levels and services they provide and implement for the benefit of clubs as a result of refining skills and experiences. Al-Salam (2001 A.D.) (15: 8) affirms that human resources for wealth are necessary in any organization or productive service, rehabilitation and motivation, which is the basic element of production, and the most important of all is that the elements of production, and include human resources, whether for the members of the workers in the organization With different brands and nationalities, and their different levels of skills and types of work that they do, they include administrative colleges, operating in various fields, and then the human resources component can be frozen in production. Mustafa Hussein Bahi and Muhammad Metwally Afifi (2001) (29: 2) assert that organizations interested in

sporting activities need all sources based on the administrative process that deprives human resources and material sources.

Conclusions and recommendations

Conclusions

Through the procedures and work that accompanied the researchers in his sample, field procedures, and statistical results of the data, the following conclusions were reached:

1. A large percentage of the members of the clubs research sample have positive opinions about human resources for investment for clubs.
2. The majority of the sample agreed on the positive role of investing in human resources for clubs in the football Premier League.
3. The superiority of the sample opinions of sports clubs was shown to be positive for investing in human resources according to the three alternatives (I agree, neutral, and disagree) all the scale axes.

Recommendations

According to the findings and conclusions reached by the researchers have been placed following recommendations. :

1. the investment level of understanding shown by the research sample for the role of clubs sports in increasing the number of practicing J Ha
2. Promote culture among the members of the community sports clubs and by instilling the concepts of sport and it's a sound in them.
3. The need for investment and human resources to take a course in all clubs among members of society.
4. Conducting similar studies and research on clubs in Iraq and making a comparison between other clubs.

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