

The Reality Of Selection Process Within The Young Talent In The Volleyball Initiative

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Abstract:

The study aims to uncover the reality of the selection process within the Young Talent in the volleyball Initiative. Researchers used the descriptive method to fit the research objectives. A sample of 15 supervisors and coaches participated in the selection process for El Bayadh, state; hence, a questionnaire of 15 phrases was distributed and validated after it was presented to the arbitrators. The results revealed that most of the supervisors rely on the method of abstract observation, relying on the morphological and skillful side only, and neglecting other aspects during the selection process.

Keywords: Selection; the Initiative of the Young Talent; Volleyball.

المخلص: هدفت الدراسة إلى التعرف على واقع عملية الانتقاء ضمن مبادرة قافلة المواهب الشابة في الكرة الطائرة واستخدم الباحثون المنهج الوصفي لملائمته لأهداف البحث أين تم اختيار عينة مكونة من 15 مؤطر شاركوا في عملية الانتقاء لولاية البيض وولاية سعيدة تم توزيع استبيان يتضمن 15 عبارة تم التحقق من صلاحيته بعد عرضه على المحكمين وقد أسفرت النتائج بأن معظم المؤطرون يعتمدون على أسلوب الملاحظة المجردة والاعتماد على الجانب المرفولوجي والمهارى خلال عملية الانتقاء كما أشارت النتائج إلى غياب نماذج أو معايير موحدة اثناء عملية الانتقاء من طرف الجهات المعنية والمنظمة لقافلة المواهب الشابة.

الكلمات المفتاحية: عملية الانتقاء؛ مبادرة قافلة المواهب الشابة؛ الكرة الطائرة.

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1-Introduction:

Various high-level sports shows are characterized by a constant rise in records and an aggravation of competition. The level of athletic performance continues to rise. In some disciplines, this phenomenon tends to develop rapidly, such as volleyball. (vladimir Nicolaievitch Platonov 1988, 13).

As the prestigious level during the competitions of western countries is not the result of chance, but due to a tight selection process. it is in all other sports, where the quality of training related to the quality of the process of discovering primary talents. No building can last long unless its base is solid and strong, so care and attention should paid to young people with abilities, and talents and work to refine this talent and follow it up to raise their level, and achieve the best sports results since inception. The selection process is one of the most important processes that most sports teams go through, and it is necessary to focus on the best elements that have the ingredients for success and some qualifications that help them excel in this sport. Ibrahim Rahma stressed that, the process of selecting athletes is an economic process that some countries resort to in order to save efforts and achieve the best results. As there are determinants if they are available in juniors with certain degrees, it is possible to predict the success that they can achieve in a particular activity", and in light of the government's work, especially with regard to the search for and promotion of young talents, the Ministry of Youth and Sports launched on August 10, 2022. a convoy of young sports talents in some sports, including volleyball. It targeted the age groups from 10 to 17 years, males and females, under the supervision of experts and technicians, (Ministry of Youth and Sports announces the launch of a convoy to select young sports talents, 2022). So that it is a multi-directional process that requires the synergy of all results to reach the goal and direct the player to the activity or position that suits his potential, and this contributes to providing a good model for selection and classification for future juniors ((Beboucha et al., 2021).

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Among the problems and obstacles faced by coaches and professors of physical and sports education, is the selection process for juniors with sports talents. The latter often based on incorrect considerations, which can leave a negative impact on future results as well as on the person practicing them, such as stopping practicing or lack of seriousness in it. Therefore, the wrong selection does not include sports in anything, but is a waste of time, effort and material capabilities, on the other hand, with that, the selection and guidance of good sports based on equipment Scientific (Zarari, 2019, p. 4).

Therefore, the importance of this research lies in trying to shed light on the process of selecting young sports talents 2022 and the extent of their contribution to the selection and guidance of sports talents in volleyball. This is due to our participation as specialists and supervisors in the process of state selection for the state of Al-Bayadh and the regional selection held at the level of the state of Saida. In light of what is shown, we have an important problem:

What are the foundations adopted by the Ministry of Youth and Sports in the 2022 Young Talents Caravan to protect young players in volleyball?

1.1 Partial questions

-Did the supervisors of the selection process organized by the Ministry of Youth and Sports 2022 rely on a standardized testing battery?

Did the supervisors of the selection process organized by the Ministry of Youth and Sports 2022 rely on unified selection models?

The general hypothesis of the research:

There are foundations adopted by the Ministry of Youth and Sports in the 2022 Young Talent Selection Caravan to select young volleyball players and direct them towards the appropriate playing centers for them.

1.2 Partial hypotheses:

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- The supervisors of the selection process organized by the Ministry of Youth and Sports 2022 were based on scientific foundations.

- The supervisors of the selection process organized by the Ministry of Youth and Sports 2022 did not rely on the same selection models.

- Previous studies that dealt with the subject. Through a review of similar and related published studies related to the topic (theses and letters - articles and published research), and it is preferable to cite them here through previous issues published in the Journal of Excellence in the Sciences and Techniques of Physical and Sports Activities.

Ask the general question of the study and the hypotheses under study.

2- General objective of the study:

-Define the concept of the "Selection Process," as described by Mohamed Lotfi Taha (2002), which involves choosing athletes with the necessary skills and abilities for a specific sports activity.

-Investigate the role of the 2022 Young Talents Caravan in selecting and guiding young volleyball players.

3- Procedural definition of the concepts mentioned in the research:

3.1 Selection Process:

Mohamed Lotfi Taha, 2002 defines the process of selecting the most appropriate elements from among athletes who have special preparations and abilities consistent with the requirements of the type of sports activity, i.e. the selection of those who have the validity and can be predicted to excel in that activity.

The researchers conclude that sports selection is the process of selecting the most appropriate elements who have special preparations and abilities consistent with the requirements of the type of sports activity, i.e. the selection of those who have the ability to excel in that activity.

3.2 Young Talent Caravan Initiative:

It is an initiative supervised by the Ministry of Youth and Sports in coordination with the various sports federations concerned.

The study aims to know the reality of the selection and guidance process that took place during the convoy of selecting young talents 2022 under the supervision of the Ministry of Youth and Sports in

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volleyball. Its importance lies in highlighting the importance of caring for emerging talents, as well as giving these young groups access to the highest levels, excellence and success.

Pervious researches:

Study entitled “The role of the coach in embodying the process of sports selection based on scientific foundations in football schools and academies” (Khouildi Elhouari, kettab Khaled, bensaid Mahmoud, 2023)

The current study aims to identify the importance and awareness of the role of the trainer in the selection process based on scientific foundations. We also tried through this study to answer the questions related to the role of the trainer in the selection process, after analyzing and enriching the variables of the theoretical study, and by relying on the descriptive approach in this study by using a tool to measure the role of the coach in the selection process based on scientific grounds. The sport of football after collecting data processing. Statistically, presenting it, and discussing it, the study concluded that a coach has an effective role in the selection process, based on scientific foundations, as well as the experience of the coach has a positive impact on the selection process, as the more the coach has experience and high efficiency, he can control the selection process.

Study entitled "Obstacles to Sports Selection in School Sports" (Khalifa Ghazali, Daa El-Din Salimi, 2022)

The study aimed to identify the nature of the obstacles that affect the process of selecting sports talents directed to the formation of school teams. Where the study used the descriptive analytical approach, and the study sample consisted of 18 physical education professors in the state of Tebessa, were randomly selected, and to obtain the results. An electronic questionnaire was distributed to the study sample, and after collecting the data. It was analyzed by a set of statistical methods represented in (Cronbach's alpha coefficient, Siberman-Brown coefficient, percentages, frequencies, chi-squared coefficient). After analyzing results, the study found that there is a lack of training professors, which ideally carry out the process of sports selection; also, the lack of material capabilities in all its forms makes it difficult to select sports talents. Despite the importance of management and the organization by the administration, plus school sports supervisors that this does not significantly affect the process of sports selection.

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Finally, through the results reached, the study recommends the need to pay attention to the formative aspect to raise the efficiency of physical education. Professors keep pace with all developments related to sports selection, in addition to work to provide all conditions conducive to the process of sports selection, with the need to pay attention to the organizational and administrative aspects of school teams and provide the appropriate budget for sports activities.

Study entitled "The Contribution of Administrative Management to the Selection of Gifted School Sports Practitioners" (Razzaqi Hamza, Ben Jeddou Boutalebi's, 2022

This study aimed to highlight the role of administrative management in the selection of talented practitioners of school sports. By focusing on the analysis and audit of previous field and theoretical studies, and this by highlighting its dimensions to reveal the extent to which sports management contributes to the success of selection processes that affect talented athletes practicing individual or group sports activities within the framework of school sports. Where this study concludes to highlight the direct and indirect results of administrative management in the success of the selection process according to what the results of the studies directed to scientific and practical analysis and interpretation indicate.

Study entitled "The Reality of Selection and Guidance towards Playing Positions among Junior Footballers" (Saidi Mohamed Abdel Jalil, Meem Mokhtar, Hamzawy Hakim, 2021)

The study aims to know the reality of the selection and guidance of junior football players towards different playing positions and for this purpose. The research staff used the descriptive approach, based on a questionnaire applied to a sample estimated for 41 coaches, from the clubs of the first regional section, "Oran League". Were, selected randomly and we marked in our study that the majority of coaches rely on observation during experimental interviews to select, and guide juniors towards playing positions and based on the results of the study recommended the research staff the need to rely on a battery tests Uniform for trainers to draw on for selection, (Saidi, Mokhtar and Hamzawy Hakim,2020: 161-181).

Study entitled "The importance of selection using physical and morphological criteria in determining the profile of volleyball players (9-12 years) (Chachou Ahmed Ali, 2020)

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The study aimed to highlight the importance of selection by morphological and physical criteria and to propose a model that includes these criteria with a description of the morphological profile of this age

The researcher relied on a sample of 120 players (70 males and 50 females), aged 9-12 years. Within some clubs from the states of (Laghout, Djelfa, El-Bayadh). Where tests were applied for a repetitive method for a period of 6 weeks. Which was a test of height, weight, arm extension length, upper arm length, shoulder, vertical elevation, speed, strength and flexibility. The results showed different morphological characteristics between the sexes and different morphological and physical data in favor of the national team.

Accordingly, the researcher recommended the need to use morphological and physical criteria in selection and rely on correct scientific methods (Chachou Ahmed Ali, 2020: 37-57).

4- The methodological procedures used in the study:

4-1 Method and tools:

Methodology: The researchers used the descriptive approach using the survey method due to its appropriateness to the nature of the research and the desired objectives.

Exploratory study:

The exploratory study was conducted on a sample of 5 supervisors, who participated in the caravan of young talents organized by the “Ministry of Youth and Sports in volleyball” and were randomly selected. where the questionnaire was revised by modifying some phrases and vocabulary that were misinterpreted by the respondents and where the best way to reach the sample was reached by attending the selection process of young talents, and the distribution of forms was divided among the supervisors participating in the process of selecting young talents 2022.

The revised and refereed questionnaire was distributed to the survey sample twice, separated by a week, to test the stability of the questionnaire.

-Sample and methods of selection:

After the researcher verified the validity of the tool and its suitability for the purpose of the study. A sample of supervisors who participated in the selection of young talents organized by the “Ministry of Youth

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and Sports in volleyball” was selected after contacting the president of the Volleyball league of El Bayadh, also, and the associations of regional selection supervisors. Where the paper questionnaire was distributed to the selected sample through the personal presence of researchers and participation in the selection process for the state of Al-Bayadh and collection of responses. That helped the researchers to get as many responses as possible.

-10 questionnaires out of 10 selected for the research sample were restored so that the total number of the research sample is 10 framers as a basic study sample and 5 framers as a sample for the exploratory study.

The characteristics of the sample:

Qualification: 62% of the sample have obtained an academic degree from institutes of science and technology of physical activities and sports throughout the country, while 38% have obtained a qualification from the Algerian Volleyball Federation (executives and consultants in the youth and sports sector).

- Fields of study: Fields of study

Time Domain: The exploratory study was conducted from September 17, 2022 to September 24, 2022, and the basic study was conducted on September 17, 2022, where the Directorate of Youth and Sports of the White State was programmed in coordination with the White State Volleyball Association to select young talents.

On October 1, 2022, which did the directorate of youth and sports program.

Spatial field:

The paper questionnaire was distributed in the state selection in the state of El Bayadh on the research sample. In addition, the distribution of the same paper questionnaire in the regional selection in the state of El Bayadh for a sample. As well as conducting an interview with some of the supervisors of the selection process.

Human field:

The researchers chose a sample of 15 specialists and supervisors, who attended the selection process organized by the directorate of youth and sports of the state of El-Baydh. In coordination with the volleyball league of the state, and 15 questionnaires were restored out of 15 that were selected for the research sample to be 15 framers for the basic study and 5 framers as a sample for the exploratory study.

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Study procedures:

A questionnaire was designed for the purpose of identifying the reality of the selection process in the 2022 Youth Talent Selection Caravan organized by the Ministry of Youth and Sports, where the questionnaire phrases revolved around the difficulties and obstacles faced by supervisors in the selection process and the methods relied on by specialists in the latter.

The questionnaire was distributed in the form of a paper form that was answered immediately after the state and regional selection process in the state of Al-Bayadh.

Study Tools: A questionnaire consisting of 15 phrases centered on the reality of the selection process in the Young Talent Caravan 2022 was designed and that is in line with the objectives of the study. A questionnaire was designed with the aim of identifying the reality of selection in volleyball in the caravan of young talents 2022. Where, the questionnaire phrases revolved around the extent of the methods used for selection, by supervisors and specialists, and the tools used within this framework, and after confirming the validity of the questionnaire. After, presenting it to a group of professors and arbitrators and testing the tool to ensure honesty and stability, the paper questionnaire was distributed to the research sample.

Study Tools: A questionnaire consisting of 16 phrases was designed on how to select players by specialists and supervisors who participated in the 2022 Young Volleyball Caravan, where the questionnaire phrases revolved around the extent of the methods and tools used for selection that serve the objectives of the study.

The proposed questionnaire was presented to a group of experts and specialists to make it finalized, after amending the questionnaire according to the proposals of the arbitrators.

Scientific foundations of the tool: The stability of the questionnaire was calculated using the retest method (correlation coefficient) and the Cronbach alpha coefficient on an exploratory sample of 05 framers and the results were as follows:

The proposed questionnaire was presented to a group of experts and specialists to make it finalized, as 4 phrases were deleted for not conforming to the objectives of the study and 4 phrases were modified, which the arbitrators considered to carry incomprehensible or misleading vocabulary.

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After modifying the questionnaire according to the proposals of the arbitrators. The final questionnaire was presented to a group of supervisors and specialists to ensure the clarity of the questionnaire phrases and the extent to which the supervisors control the terms presented to them without interference from the researcher. Accordingly, it was agreed to present the key terms with procedural definitions attached in the final version of the questionnaire, which consists of 15 phrases.

Among the tools used besides the questionnaire to address the topic of this research is the interview technique, where during the practical work and coinciding with the distribution of the questionnaire, a dialogue was held with the managers in charge of the selection process of the Young Talent Caravan 2022.

The interview is among the main tools in collecting data. However, the information when studying individuals and human groups, and it is a dialogue between the interviewer and a person or group of people, in order to obtain information related to our specific topic. The main objective of this interview was accurately identify the opinions of supervisors and supervisors about the reality of selecting talented people, as the questions proposed in the questionnaire were directed to supervisors and supervisors in a way that serves and is consistent with the objectives of the research, its hypotheses and basic axes.

- The scientific foundations of the tool:

Stability: Calculation of the stability of the questionnaire using the retest method (correlation coefficient) and Cronbach alpha coefficient on an exploratory sample of 05 framers and the results were as follows:

Constancy:

Table No. (1) Shows the stability of the questionnaire according to the method of re-testing

Questions	Arithmetic mean	Standard deviation	Pearson's correlation coefficient	Significance level Statistical	Statistical level of significance
Proposed questionnaire	0.53	0.14	0.89	0.05	0.001
	0.61	0.21			

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Table (2) shows the stability of the questionnaire (stability coefficient according to Cronbach alpha)

Questions	Number of statements	Stability coefficient according to Cronbach alpha
Proposed questionnaire	15	0.84

Through Table (1) and (2), it is clear that the general stability coefficient of the proposed questionnaire is high, as the value of the Pearson correlation coefficient was 0.89 while the value of the Alfakronbach coefficient was 0.84, and thus it said that the proposed questionnaire has a great level of stability.

Apparent Honesty: (Arbitrators' Sincerity)

After the procedures for building the scale and before trying to apply it to the research sample. The researcher presented the scale and its instructions to a group of experts and specialists in physical education, and sports for identifying the sincerity of the paragraphs in terms of wording and appropriateness and in terms of alternatives. It was use (75%) of the consensus of the experts to accept the paragraphs and use them in the questionnaire. The number of changes were made in the light of the opinion of experts, including the deletion of some paragraphs and the amendment of others, where the scale contained in its first case (20) paragraphs, The scale in its final form consists of (15) items.

Self-honesty: is the root of the stability coefficient.

Self-honesty = 0.938 which shows a high degree of honesty.

The questionnaire used as a study tool after verifying the scientific foundations of the tool used as required by the rules of scientific research.

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Statistical tools: The researchers used SPSS 23 to transcribe and analyze the results of the study using the following parameters:

Arithmetic mean: $M = \Sigma X/n$: M) arithmetic mean.

ΣX : sum of the given values.

n: number of values.

Standard deviation:

Pearson's correlation coefficient: $r_{xy} = \frac{\sum_{i=1}^n (x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum_{i=1}^n (x_i - \bar{x})^2} \sqrt{\sum_{i=1}^n (y_i - \bar{y})^2}}$

Cronbach alpha coefficient:

Percentage: Percentage = (Part/Total Value) × 100

4.2 Presentation and analysis of results:

Table (3) shows the results of the questionnaire statements

N°	Statements	Yes	No
01	The selection of players was based on a selection process based on scientific foundations	73%	27%
02	Picking is a process based on long-term forecasting.	13%	87%
03	The selection initiative launched by the Ministry of Youth and Sports to select young talents contributes to the process of discovering talents	67%	33%
04	I rely on subjective experience in the player selection process.	84%	16%
05	I select players based on observation with the naked eye.	65%	35%
06	I select players based on Rated Observation (Note Grid).	97%	3%
07	I select players based on tests and measurements.	20%	80%

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08	Standard templates provided for use in the talent selection process	2%	98%
09	Young woman in volleyball	86%	14%
10	The lack of standardized selection models contributed to the inefficiency of the selection process for young talents in volleyball	100%	0%
11	Rely on the player's morphological side in the selection process	32%	68%
12	I rely on the physical side of the player in the selection process	88%	12%
13	I rely on the skill side of the player in the selection process	23%	77%
14	Rely on the tactical side of the player in the selection process	27%	73%
15	I rely on the psychological and mental side of the player in the selection process	0%	100%

4-2 Discussion and interpretation of the results:

Through the results of Table (3) and the figure shown above, it is clear:

Statement 1, 4, 5, and 6. The researchers noted that most of the supervisors of framing the convoy of selecting young talents in volleyball 2022 rely on scientific foundations in the selection process in addition to subjective experience, and observation with the codified observation, as well as the use of a network of observations, so that the results of the supervisors' response exceeded 70%. The supervisors and supervisors in the 2022 young talent selection caravan. Show the great importance of relying on codified scientific foundations, in the view of many studies, including a study of (Hamza, 2018, p.111; Saidi, 2021, p.172), and the study of (Khouildi, kettab , bensaid, 2023). resumed that selection process is based on codified observation by qualified and experienced people who enable them to make

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appropriate and objective decisions based on his experience and cumulative information. Scientifically based selection contributes to raising the level of sports.

- Through the results of statement 7, which stipulates reliance on tests and measurements, we notice 80% of the supervisors participating in the 2022 Young Talent Selection Caravan, as there was a consensus not to rely on these tests and measurements and through the interview with the supervisors.

As the results showed the reasons for the supervisors not to use tests and measurements in the talent selection process. Especially by modern means and tests, are mainly due to the lack of these means among supervisors and supervisors. The difficulty of their application due to the lack of the necessary equipment, which was confirmed by the supervisors and supervisors of the selection process when conducting the interview. Despite the great development in modern measurement and testing tools, especially in the selection process, the competent authorities marginalize them. The state and regional associations are also the second official after the Directorate of Youth and Sports to supervise the 2022 Young Talent Caravan, whose ultimate goal is to provide an atmosphere conducive to this process in order to be successful. Nevertheless, all we see on the ground is the absence of management, organization and planning, this is what a study agreed with (Azali & Salimi, 2022, p. 40). This indicates poor management and degradation and the lack of financial support directed to this type of important events that lead to the advancement of sports in general and volleyball in particular.

- The results of statements 8, 9 and 15 also show the lack of a unified model existing or proposed by the concerned authorities to unify the conditions of the selection process throughout the country, as well as the unequal opportunities between the players.

The results of statements 10, 11, 12, 13, 14, also, highlighted that the majority of supervisors participating in the 2022 youth talent selection convoy. Rely on the morphological and skill determinants similar to other selection determinants, and it is confirmed by the study (Chachou Ali 2020). Which recommends the importance of selection using morphological criteria, as well as supervisors of the selection

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process to conduct it on sound scientific grounds. This is due to the importance of the skill and morphological aspect of the small groups.

Conclusion:

Through all that, we have presented in this research and its field procedures. We decided to present some suggestions and assumptions that may be a source of benefit from them in the future on the one hand, and contribute to the advancement of sports and the game of volleyball in particular, because the selection process is of great importance in discovering young talents and reaching them to the highest levels. Which we summarize in the following points:

- Propose an existing model for the selection process by the concerned authorities.
- The scientific foundations of the selection process must be relied upon tests and measurements
- Taking into account all aspects of selection morphological-physical-skill-psychological and tactical.

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