

The Efficacy of Sports Management Clubs and their Role in the Success of Sports Professionalism in Algeria

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Study Summary :

Through the study of the management and management of sports clubs and their role in the development of sport in light of professionalism and requirements Management has become one of the fundamental goals and the future is determined by the present. The economic, social, political, cultural and technological transformations and changes have transformed the old administration into a modern administration operating under the change and the high motivation of modern technology and information society. The sports administration and management in clubs is one of the most important areas that relate to all aspects of the nature and life of individuals as it is considered a successful method in setting the objectives of individuals in a scientific way studied and achieved and if the absence of management and management in the lives of people and individuals solved randomness and failure to succeed and progress. It is noted here that professional sports in Algeria did not care about the development of human resources and rehabilitation because it is able to achieve the goals and the development of administrative policies in scientific methods and a systematic and consistent with them to achieve them and must be flexible and specific and clear, especially in light of sports professionalism and requirements and the study aimed to find out:

- ✓ To know the selection policy and the appointment of human resources role in the development and success of sports professionalism.
- ✓ To know the administrative composition of human resources role in the success of professional sports.
- ✓ To know whether the adoption of a new administrative policy contributes to the success of sports professionalism.

1. Key words in the study:

1.1. Administration:

1.1.2. Management Language: From the Latin word Administration, which means serving others, or helping others, (Ibrahim Abdel Aziz, 1993, p. 26).

1.3. Definition: Management is also defined as the method of applying the scientific principles and the administrative principles agreed upon in the governmental activity to achieve the objectives of the community. Therefore, the management process is the guidance and leadership of human efforts, in addition to supervision, planning and coordination (Saleh Bin Nawar, 2006, p. 59). Kimbal defined that management includes all duties and functions that are specific to or related to the establishment of the project in terms of funding, the development of its main policy, the provision of the necessary equipment and preparation to form the organizational framework in which it operates, as well as the selection of heads and key individuals (Essam Badawi, 2001, p. 28).

1.1.4. Procedural definition of management: The process of issuing orders and executing these orders by individuals, according to planning, implementation, direction and control.

1-2. Sports Management:

Is the process of planning, leading and controlling the efforts of the members of the sports institution, and the use of all resources to achieve the goals set, (Faik Abu Halima, op. Cit., P. 51).

The procedural definition of sports management is the humanitarian work that takes place in the establishment and is continuous, repeated and reciprocal among individuals, and contains a series of activities that contribute to achieving the goals.

1-4. Sports Club:

1.4.1. Language: (Ndo) Gathering clubs, clubs, and clubs, ie the Council of the People, as long as they are together, the place of their meeting (Yusuf Mohammed Bekaie, 2006, p. 697).

1.4.2. It is a body formed by a group of individuals for the purpose of forming the personality of the youth in a socially, psychologically and spiritually integrated manner by spreading the physical and social education, spreading the national spirit among the youth members and providing suitable conditions for the development of their skills, Ways to fill members' leisure time (Issam Badawi, 2004, p. 56).

1.4.3. The procedural definition of the sports club: It is a sports body with an independent legal personality. It is a private body of public benefit. It consists of a number of natural persons who do not aim at earning money, who determine the use of sports equipment, organize competitions and trainings.

1-5. Sports Professionalism:

1.5.1. Language: Character, derivation, professionalism, name of sports professionalism, earning method of craft (Arabic Dictionary of Arabic Language and Media, 1984, p. 41).

1.5.2. In sports practice, we mean the person's exercise of a sporting activity as a craft by performing it on a regular and continuous basis in order to achieve a reliable financial return as a means of livelihood (Ayman Mahrous et al., 2007, p. 45).

1-5.3. Procedural definition of sports professionalism: We define sportsmanship in the sports aspect as a profession practiced by the player on a regular and continuous basis through the exercise of a certain sport activity. There is a contract concluded between the player and the club. The conditions must be met by both parties in order to achieve the goal to be reached.

1-6. football:

1.6.1. Football: "Foot ball" is a Latin word meaning: kicking the ball in the foot. The Americans regard it as a "foot ball" called "rugby" or American football (Roger Jameel, 1986, p.

1.6.2. Football is a collective sport known for its popularity in England in the 19th century but dates back to ancient times. Its origin was attributed to the Chinese military movements of 2500 BC (Kamal Darwish, Saadani Khalil al-Saadani, op. Cit., P. 42) Two teams, each composed of 11 players, use the ball, and at the end of each end of the field is a target goal (Rachid Farhat et al., 1999, p. 217).

1.6.3. Procedural definition of football: It is a game played in a court between 90 meters to 120 meters, 45 meters to 90 meters, and the number of players in the field eleven players, including the goalkeeper, run by four referees, subject to many laws, Round shape weighing 453 grams, is the most famous game in the world.

Problematic study:

The development witnessed by institutions in the various economic, social, cultural and sports fields necessarily led to the development or

development of all its property. The need for a human resources administration under these developments has become more necessary than this administration, The aim of achieving the objectives of the institution in general, and individuals working especially as we find many functions and policies pursued by this administration in the interest of the institution and its employees, and sports management is one of the most important areas that relate to all aspects of the nature and life of individuals, And successful in setting the objectives of individuals in a scientific manner. Increasing attention to football as a social and economic phenomenon and making it a fertile ground for various political, economic and ideological trends and turning attention from sports practice as a practice only to look after the result sports where the interest of the state to promote sport in general and football in particular.

Where the process of management and management is one of the most important pillars upon which the development of society depends. The success of social institutions, whether social, economic or sports, depends on the efficiency of their management and management.

The successful administrative management has become one of the effective plans for the management of sports clubs. This is what we observe in the international clubs. We note that Algeria is still following the classic laws and methods that have sterility in the management system both at the national and international level, which has negatively affected Algerian football teams and clubs. Through continental and international recorded results.

- ✓ It is noted here that the professional sports clubs in Algeria did not care about the development of human resources and rehabilitation because it is able to achieve the goals and the development of administrative policies in scientific and systematic methods are consistent with them to achieve them and must be flexible and specific and clear, especially in light of sports professionalism and requirements , and through what we have mentioned above we can as the following question : **Does the seminar of club sports management contribute to the success of sports professionalism in Algeria?**
- ✓ There are a number of sub-questions within this general question:

- ✓ Does the selection policy and the recruitment of human resources play a role in the development and success of sports professionalism?
- ✓ Does the administrative composition of human resources play a role in the success of sports professionalism?
- ✓ Does the adoption of a new administrative policy contribute to the success of sports professionalism?

2. Objectives of the study:

- ✓ To know if the selection policy and the appointment of human resources role in the development and success of sports professionalism.
- ✓ To know if the administrative composition of human resources role in the success of professional sports.
- ✓ To know whether the adoption of a new administrative policy contributes to the success of sports professionalism

3. The importance of the study:

The importance of this study in highlighting the effectiveness of sports management clubs and their role in the success of sports professionalism in Algeria, these clubs are facing many problems by lack of administrative management, this fact leads us to find solutions and procedures that are capable of optimizing the human element and laws that will contribute to improving the results Professional clubs, sports management plays an important role in solving the problems at the level of sports clubs in order to implement their programs and achieve their goals to meet the requirements of professional sports, and keep abreast of the development in the world.

4. Hypotheses of the study:

Through the study of the exploratory and access to various studies, research and theories, and based on the path of the problem can be formulated the main premise as follows:

The effectiveness of club sports management contributes to the success of sports professionalism in Algeria.

Accordingly, we suggested that partial hypotheses that answer partial questions should be as follows:

- ✓ Does the selection policy and the recruitment of human resources play a role in the development and success of sports professionalism.

- ✓ Does the human resources management role play a role in the success of sports professionalism.
- ✓ 5. Is the adoption of a new administrative policy that contributes to the success of sports professionalism.

6. Previous studies:

The first study: Student Amrazi Zahia

, Human Resource Management Strategies at the Level of Mathematical Structures under the Challenges of Globalization, Institute of Physical Education and Sport, University of Algiers, 2009.

Method used: The researcher used the descriptive approach.

Objective of the study: To know the role of human resources strategies at the level of sports structures in facing the challenges of globalization, and to highlight the most important difficulties and obstacles faced by human resources management in the light of global developments.

Study Questions:

- ✓ How effective are human resources management strategies at the level of sports structures in meeting the challenges of globalization?
- ✓ What is the concept of globalization? What are the most important challenges and stakes imposed by this phenomenon?
- ✓ Does the organizational policy of human resources management achieve short-, medium- and long-term objectives in implementing prior and post strategies
- ✓ Do sports structures have difficulties and obstacles in achieving human resources management strategies under all global developments?

Study Sample: The sample of the study consisted of a group of administrators and trained staff at the level of the Algerian Football Federation, numbering 50 individuals.

Study tool: The researcher used a questionnaire form consisting of 21 questions, which included three axes that serve the hypotheses of the study.

Method used: The researcher followed the descriptive approach.

Results of the study: The results of the study were as follows:

- ✓ Globalization is a phenomenon that needs recognition based on conscious awareness, a process based on science, knowledge, understanding and comprehension.

- ✓ Human resources can overcome many obstacles and difficulties, such as some traditions in work, qualification and training.
- ✓ The suffering of human resources management in the field of sport is marginalization and not keeping pace with developments in the field of human resources development, (Amrazi Zahia, 2009).

The second study:

Student: Mqran Ismail, Title: The strategy of sports management for atheism and its role in the management of clubs and teams in Algeria, field field of the Algerian Football Federation, PhD thesis, University of Algeria, 2010.

The objective of the study is to reach some concepts such as indicators of dysfunction or lack of administrative management at the level of effective sports institutions.

The general problem: Does the sports administration of the Algerian Football Federation apply a management strategy with a well-established method of governing the affairs of its sports bodies?

The formulation of the general hypothesis was as follows: The emergence of instability and random running at the level of national sports clubs and teams in general, due to the lack of a management strategy in the management of sports affairs.

Hypotheses:

1 - The lack of federal ownership of adequate and permanent administrative mechanisms impede administrations from applying their strategies in the management according to the requirements of modern sports management.

2 - The existence of administrative negligence at the level of sports bodies of the Algerian Football Federation to the existence of the path of volunteer free.

3 - Absence of field embodiment of the practice (planning and organization) resulting from the weakness of the scientific and functional qualifications of the managers.

4- The potentials play an important role in negatively affecting the application of the sports bodies of the Algerian football federation to the administrative strategy according to the requirements of modern sports management.

Methodology: descriptive approach.

In order to reach the target population, a sample of 53 different samples from the suburbs of the capital was selected.

Study tool: Survey

Results:

1 - Taking into account the scientific rules and administrative rules when designing the administrative structure and identify the authorities and responsibilities.

2. To grant employment opportunities to those with higher academic qualifications and professionals in the administrative field, (the need to pay attention to the qualifications and scientific specialization of the employee.

3 - Interest in the stimulus, to encourage the administrative leaders and dedicated dedicated workers.

7. Survey study: The aim of the exploratory study is to ensure that the place of study is suitable for research and the validity of the tool used to collect information about the subject of the research.

The researcher conducted an exploratory study on a group of clubs active in the first professional section on a sample of nine administrators, the purpose of which is as follows:

Identify the field and the feasibility of conducting the study.

To control the sample of the research as well as to facilitate access to the sample members.

Identify possible difficulties encountered during field work.

Providing the necessary means for research.

Identify how relevant the questionnaire tool is.

Results of the survey:

- ✓ Identifying the location of clubs.
- ✓ Identify the places where the clubs are active.
- ✓ Introducing the heads of clubs.

8. Study Methodology:

The methodology used in research, regardless of its type or purpose, is the cornerstone of research. It is useful to provide the researcher with the scientific nature of the subject and adherence to the limits of his research and the method of several types according to the nature of the subject and its specificities. In this study, we relied on the descriptive approach as the most appropriate for the nature of the subject.

The descriptive approach can be defined as "a set of research procedures that are integrated to describe the phenomenon or subject based on the collection, classification, processing and analysis of facts and data, in order to derive their significance and reach the results" (Rabeh Turki, 1984, p. 23).

It is defined as "the approach that is concerned with describing and interpreting what is being and is concerned with identifying the conditions and relationships that exist between facts. It also deals with the identification of common or prevailing practices and the identification of beliefs and attitudes in individuals and groups." (Marwan Abdel-Majid Ibrahim, 2001, p.

"This approach reflects the phenomenon intended to be studied quantitatively and qualitatively and describes the different aspects of the phenomenon by providing necessary and accurate information to understand it" (Muhammad Shafiq, 2004, p. 166).

9. Society and Study Sample:

9-1. research community:

Is all individuals, events or things that are the subject of the research problem, (Hassan Ahmed Al-Shafei, Susan Ahmed Ali Morsi, 1999, p. 45).

Within the treated topic, the original community in our study of board members is the four clubs and the number of clubs active in the first club of 16 clubs.

2. Research sample and how to choose it : The sample was randomly selected from professional sports clubs. The number of clubs was 36. The members of the clubs were 36 members of the board of directors. The questionnaire was distributed to the board of directors and we used the sample to select the sample members.

The questionnaire was distributed to professional clubs (members of the board of directors). The questionnaire was submitted and 20 forms were returned.

10. Data and Information Collection Tools:

The researcher used the survey tool and defined it as a "set of questions and inquiries that are related to each other in a way that achieves the goal or objectives that the researcher seeks in light of the subject of his study and the problem he chose to study" (Amer Ibrahim Kandilji, 1999, p. 157).

The study dealt with three main axes: 22 words, 8 phrases in the first axis, 7 phrases in the second axis, 7 phrases in the third axis, aiming to identify the effectiveness of sports management clubs and their role in the success of sports professionalism in Algeria from the point of view of administrators.

-1. The scientific foundations of the questionnaire tool:

There are standard conditions that must be observed during the

Demention	Honesty	Coefficient of persistence	Number of phrases
First axis	0.896	0.804	8
Second axis	0.765	0.874	7
Third axis	0.960	0.927	7
Total terms of the questionnaire	0.829	0.910	22

completion of the tests according to the correct scientific bases, namely:

- **Honesty factor:** The degree of honesty is the most important factor for measurements and tests and it is relevant to the results of the test (Mohamed Hassan Allawi, Mohamed Nasr Eddin Radwan, 1996, p. 32).
- **The judges approved the survey of the referees' opinions. After preparing the questionnaire form, we attached the hypotheses and the problem to the seven doctors who were experienced in the field of scientific research. They agreed on the validity of the questionnaire. Some of the statements were modified in three axes. Gradual staircase triangular (yes, no, sometimes) The number of phrases was 22 words.**
- **Stability coefficient:** Stability is a requirement for the preparation of any scale because it indicates the stability of the resolution in the measurement because stability indicates that the same results obtained by the scale are obtained.

According to the study requirements, the Alphasronbakh method was used

Table (03): represents the values of the persistence coefficient Alphacronbakh and the validity of the study:

As shown in the data in the above table, the values of the Vaccronbach coefficient for the stability of the study instrument reached 0.829. This summit is close to the correct one, indicating that the study instrument has a high degree of stability.

11 Field Implementation Procedures: When the questionnaire forms were finalized, we started to distribute the questionnaire on 10 April 2016, and it was retrieved on 02 May 2016. After that, we carried out the process of unloading and subjecting the data obtained from the questionnaire forms distributed to the statistical processing.

11. Statistical methods:

Statistical data were processed using social statistical packages (SPSS) version 22, which included the following statistical methods:

- ✓ Frequencies and percentages to describe the characteristics of the study, and to determine the response to the axes and dimensions of the study included in the tool.
- ✓ The persistence coefficient of Alphacronbakh to determine the stability of the tool.
- ✓ Ka 2 test for matching between independent and dependent variables.

Discussion of findings:

Discuss the results of the first axis of the questionnaire questionnaire addressed to members of the Board of Directors of sports clubs

The first axis: Selection policy and the appointment of human resources role in the development and success of sports professionalism in Algeria

Table (47): The representative results of the terms of the first axis of the questionnaire form addressed to members of the Board of Directors of sports clubs.

Average probable value	Direction
1,66 – 1	Refuse
2,33 – 1,67	Neutral
3 – 2,34	Accept

- **The first phrase :** (the current organizational structure of the management of sports facilities in line with the system of professional sports), it is clear to us that the level of significance of the phrase is: (,

092), compared to the general percentage and the level of significance adopted, which means there are differences of statistical significance in favor of the answer OK, In other words, the heads of sports clubs believe that the current organizational structure of the management of sports facilities is one of the important factors in the success of the system of sports professionalism.

Average probable value	Direction
1,66 – 1	Refuse
2,33 – 1,67	Neutral
3 – 2,34	Accept

First axis	Yes	No	Some times	Level of significance	Ka ²	Schedule d
	%	%	%			
First phrase	14	4	2	0.05	12.40	5.99
	70	20	10			
Second phrase	17	1	2	0.05	24.10	5.99
	85	5	10			
Third phrase	16	2	2	0.05	19.60	5.99
	80	10	10			
Fourth phrase	16	2	2	0.05	19.60	5.99
	80	10	10			
Fifth phrase	13	4	3	0.05	9.10	5.99
	65	20	15			
Sixth phrase	12	1	7	0.05	9.10	5.99
	60	5	35			
Seventh phrase	12	3	5	0.05	6.70	5.99
	60	15	25			
Eighth phrase	11	6	3	0.05	6.99	5.99
	55	30	15			
Total axis						

Note: Since the answers were of the type (OK, Neutral, Unapproved), to deduce the direction for the total axis or for the term we compared the weighted average value calculated by the values in the following table:

Average probable value	Direction
1,66 – 1	Refuse
2,33 – 1,67	Neutral
3 – 2,34	Accept

The general percentage of significance = 0.031

The general value of $Ka^2 = 8.205$

Conclusion: In Table 46, which contains the results represented by the terms of the first axis of the questionnaire addressed to the heads of professional football clubs, we note that there are significant differences at the level of ($\alpha = 0.005$) in favor of the answer. In other words, the presidents of the clubs agree that the legal texts governing the conduct of the management of sports establishments are one of the most important requirements for the success of sports professionalism in Algeria. This can be proved by:

The fourth phrase: (the legal texts governing the structure of sports structures and facilities are in line with the system of sports professionalism), and shows us through the results of the table that the level of significance of the phrase was estimated at (092), and through the comparison with the general ratio and the level of general significance note that there are significant differences Statistics at the level of the significance of 0.05 in favor of the value OK, which means that the views of the heads of professional sports clubs recognize that the texts and laws governing the functioning of structures and sports facilities are in line with the system of sports professionalism.

- **The fifth phrase:** (the current laws that allow the conclusion of contracts between the management of sports structures and facilities in line with the system of sports professionalism), through the level of significance of the expression estimated (018), and by comparing the general and the level of significance adopted in the statistical process at 0.05, There are statistically significant differences in favor of the value, which means that the opinions of the club presidents see that the current laws for the conclusion of contracts between clubs and the management of sports structures and facilities are in line with the system of sports professionalism.

- **The seventh phrase:** (the current legal texts encourage sports clubs to build sports facilities), through the level of significance estimated by (023) and compared with the general percentage and the percentage of significance adopted we note that there are differences of statistical significance in favor of the value OK, The heads of the professional clubs believe that the current legal provisions allow clubs to build sports facilities.

It is clear that there are statistically significant differences in favor of the value, which confirms the hypothesis that the legal texts governing the functioning of the management of sports establishments are one of the most important requirements for the success of sports professionalism in Algeria. As approved by some of the texts and laws included in the organization of the functioning of sports establishments, which was approved by Article 34 in the Official Gazette of the resolution of 18 Rajab 1431H corresponding to 10 July 2010, which states that (the professional sports club must have a structural organization allows Effective and effective (1997), they referred to the conditions that must be met and observed to build the organizational structure. The lines of authority and responsibilities should be defined in such a way as to help clarify the rights Individuals, employees and duties within the sports establishment.

Discussing the results of the second axis of the questionnaire addressed to members of the Board of Directors of sports clubs.

- **The second axis: The administrative composition of human resources plays a role in the success of sports professionalism.**

Table (48): represents the results represented by the second axis of the questionnaire addressed to members of the Board of Directors of sports clubs.

Second Axis	Yes	No	sometimes	Level of signifcense	Ka ²	
	%	%	%		Calculated	Scheduled
First phrase	15	2	3	0.05	15.70	5.99
	75	10	15			
Second phrase	3	13	4	0.05	9.10	5.99
	65	20	15			
Third phrase	11	6	3	0.05	6.99	5.99
	55	30	5			
Fourth phrase	15	1	4	0.05	16.30	5.99
	75	5	20			
Fifth phrase	15	2	3	0.05	15.70	5.99
	75	10	15			
Sixth phrase	4	3	15	0.05	9.10	5.99
	65	20	15			
Seventh phrase	15	2	3	0.05	15.70	5.99
	75	10	15			
Total Axis						

The general percentage of significance is 0.001

The general value of $Ka^2= 8.895$

Conclusion: Through Table 47, which contains the results represented by the second axis of the questionnaire addressed to the heads of professional clubs, and through the general value of the level of significance, we notice that there are statistically significant differences in favor of the answer, which means that the respondents agree that supervisors The management of sport structures and facilities have the necessary competence to keep pace with the application of the sport professional system, and to prove this through:

- **The first phrase:** (supervisors of the management of sports facilities management have scientific qualifications for the operation of the

facility under the system of professionalism sports), it is clear to us that the level of significance of the phrase is: ($, 000$), compared to the general ratio and the level of significance adopted, which means that there are significant differences In other words, the heads of the sports clubs believe that the supervisors of the management of the structures and sports facilities have scientific qualifications to run the establishment in the light of professional sports.

- **The third phrase:** (motivating the supervisors contributes to improving the performance level under the system of professional sports), and through the level of significance, which is estimated (004) and compared with the level of significance adopted at 0.05 , there are differences of statistical significance in favor of the answer, However, the respondents agreed that the motivation of the supervisors contributes to improving performance under the system of sports professionalism.

- **The fourth phrase:** (there is interest and attendance by the supervisors of the management of sports facilities in order to make the success of the system of professional sports), and shows us through the results of the table that the level of significance of the phrase was estimated at (004), and by comparison with the general ratio and level of general significance We note that there are statistically significant differences at the level of significance of 0.05 in favor of the value of OK, which means that the members of the sample have recognized that there is interest and perseverance by supervisors of the management of sports facilities in order to ensure the success of the system of sports professionalism.

- **The seventh phrase:** (supervisors of the management of sports facilities are familiar with the laws that enable them to follow the system of sports professionalism), through the level of significance estimated by (013) and compared to the overall ratio and the percentage of significance adopted at 0.05 we notice that there are differences of statistical significance in favor of The most frequent is OK, which indicates that most of the respondents believe that the supervisors of the management of sports facilities are sufficiently familiar with the laws that enable them to follow the system of sports professionalism.

- **The tenth phrase:** (The supervisors of the management of sports facilities are keen to implement the sports professionalism according to the book of conditions), through the level of significance estimated by (018) and compared with the general ratio and the level of significance adopted at 0.05 we notice that there are differences of statistical significance in favor of value Which indicates that most of the respondents believe that the supervisors of the management of sports establishments are keen to implement the professional sport according to the book of conditions.

According to the previous data, according to the general percentage estimated at (011), there are statistically significant differences in favor of the value, which indicates the hypothesis that the supervisors of the management of sports establishments is one of the most important requirements for the success of sports professionalism in Algeria, (2005-2006), which recognizes the importance of the availability of each sports facility to a highly competent individual in the specialization, as well as the presence of highly qualified leaders to conduct vehicles according to scientific and global methods. This conclusion is consistent with the study of Boutaly Yahya (2008) Attention to the human element in the recruitment and planning of the workforce Security, human relations, training and professional suitability, as approved by Article No. 10 of Executive Decree No. 97/09 of 26 Safar 1430H, corresponding to February 22, 2009, the professional sports club shall have training centers according to conditions and qualifications. Yahya Afri 2005, where she acknowledged the need to pay attention to the humanitarian aspect in the administrative process of sports facilities.

Discussing the results of the third axis of the questionnaire addressed to members of the Board of Directors of sports clubs..Third axis: The organizational structure of sports clubs is one of the requirements for the success of the sport professional system in Algeria.

Table (49): represents the results represented by the terms of the third axis of the questionnaire addressed to members of the Board of Directors of sports clubs.

The general percentage of the significance: 0.012

The general value of Ka^2 : 9.838

Third Axis	Yes	No	Sometimes	Level of Significance	Ka ²	
	%	%	%		calculated	Scheduled
First phrase	16	3	1	0.05	19.90	5.99
	80	15	5			
Second phrase	15	2	3	0.05	15.70	5.99
	75	10	15			
Third phrase	8	5	7	0.05	0.70	5.99
	40	25	35			
Fourth phrase	12	4	4	0.05	6.70	5.99
	60	20	20			
Fifth phrase	6	5	6	0.05	1.30	5.99
	45	25	30			
Sixth phrase	12	6	2	0.05	7.60	5.99
	60	30	10			
Seventh phrase	17	1	3	0.05	21.10	5.99
	85	5	10			
Total Axis						

Conclusion: Table 48, which contains the results represented by the third axis of the organizational structure of sports clubs, is one of the requirements for the success of the sport professional system in Algeria.

This means that the heads of professional sports clubs believe that the organizational structure of sports clubs is one of the requirements for the success of the sport professional system in Algeria.

, And can be demonstrated by:

- **The first phrase:** (There is an organizational structure approved for the club contributes to the success of professional sports), it is clear to us that the level of significance of the phrase is ($, 002$), compared to the general percentage and the level of significance adopted, which means there are differences of statistical significance in favor of the answer, Means that it came in line with and confirmed the phrase, that is, the heads of sports clubs believe that there is a regulatory structure

accredited to the club contributes to the success of professional sports.

- **The third phrase:** (the organizational structure is consistent with the requirements of the work of the club for the success of the success of professional sports), and by comparing the level of the significance of the phrase estimated (000) with the general percentage and the level of significance adopted at 0.05, we find significant differences in favor of the answer OK, However, most members of the sample believe that the organizational structure is commensurate with the requirements of the club to make the success of sports professional success.

- **The sixth phrase:** (building the organization structure of the club takes the hierarchical character), and through the level of significance estimated by (004) and compared with the general ratio and the level of significance adopted at 0.05, we find that there are differences in favor of the most frequent value which is OK, However, most of the respondents see that the organizational structure of the club is hierarchical.

- **The seventh phrase:** (the administrative levels of the organizational structure is defined in a clear manner). By its significance level (023), compared with the general percentage and the significance ratio adopted at 0.05, we notice that there are statistically significant differences in favor of the most frequent value. However, most respondents believe that the organizational levels of the organizational structure are clearly defined.

According to the previous data, according to the general percentage estimated at (012), there are statistically significant differences at the level of 0.05 in favor of the value. The majority of the respondents believe that the organizational structure of the sports clubs is one of the requirements for the success of the sport professional system in Algeria. Demonstrates the above-mentioned hypothesis, which is consistent with some studies.

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