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The reality of professional practice among women working in the sports institutions management in Algeria
-A field study on a sample of working mothers in the sports sector-

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Abstract:

This article's aim is to shed light on the reality of the professional practice of women working in the sports institutions management in Algeria and their role in light of the growth of multiple strategies in order to contribute to the development of the country. The Algerian woman faced many difficulties with her co-workers, and this is what she has shown throughout her long history through her quest to build society and how to face social life matters with the difficult pressures of work in the field of sports; where we conducted this research by relying on the descriptive approach, and the research community of women working in the sports sector as the sample was chosen purposefully. As for the research method, it is a questionnaire for working mothers in sports institutions within the limits of the research sample and the data collection tools used. And through the results and after statistical treatments, the conclusion was reached that the married woman has an effective role in achieving her ambitions as a working woman who has challenges with which she faces life pressures.

Keywords: professional practice, working woman, sports institutions

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The reality of professional practice among women working in the sports institutions management in Algeria

1. INTRODUCTION

Despite the great importance that sport acquires, Algerian families still consider sports as a dispensable luxury, for their unawareness of its the importance. The last decade was the most difficult period in its history since independence socially and economically, leading women to assume positions of responsibility in the sports field and her presence in society has diversified, taking multiple forms and penetrating all aspects of life. It is she who defines her culture with its value dimensions.

The various social, economic and cultural changes that most human societies have undergone, have increased the women status in the economic participation. And her learning had a great impact in opening job opportunities for her, so she worked in various economic sectors. In this regard we find that Western countries top the list of countries in which it rises the percentage of women's employment compared to Arab societies. Perhaps the most important factor in this is the domination of values and traditions over social and cultural life, which still looks at women leaving their homes with a look of disapproval, regardless of the circumstances and motives. If we talk about the work path of married women in Algerian society, especially in the sports sector, we find that it is not very different from the rest of the Arab countries, and it is also an extension of a long path of transformation and change of Algerian social formation. It is clear that the integration of women in the development process has resulted in some social problems that arise as a result of the imbalance between the level of change in the economic structure on the one hand, and social customs and traditions on the other. From this point of view, the issue of the professional practice of the married women's work in the sports field is considered one of the contemporary issues that are directed towards the development of Algerian sports through the application of what the sports system has brought in accordance with practice. Hence the general importance of this study lies in the fact that it is related to the position of women and sports in society. **Among the most prominent issues that can be challenged in this regard, we say:**

- What is the reality of the professional practice of women working in the management of sports institutions in Algeria?

To illustrate this, we suggest the following questions:

- Do women face social difficulties from individuals for their work in the field of sports? Does this work expose her to problems and pressures, not only because



she is in the field of sports, but also because she is a woman in the first place?
- How are the affairs of married women's social life going with the difficult work pressures in the field of sports?

2. Theoretical framework

2.1 Practice: Taken in Arabic language from the verb “practise” i.e. “mours” the matter treated it, its demise, its meaning and legislated(al-Kafi, 1992, p. 669). mingled, frequented, and a thousand (Al-Sabik, 1985). Practice means: “repetition of the activity with reinforced guidance”(Zidan & Al-Salmouti, 1985, p. 59), through this definition it appears that practice is the basis of learning in the sense that it includes all methods of activity to be practiced until a change in performance occurs.

2.2- Professional practice:Professional practice is defined as the framework that provides the social worker with a selective theoretical basis for professional practice(Sayed Abdel Hamid, 2008, p. 17). It assesses customer problems and finds solutions to address all the patterns organized by these problems(Sayed Abdel Hamid, 2008, p. 20). From this point of view we refer to some professional practices as follows: - Professional practice consists of professional knowledge, science, skills and values.- Professional intervention can be made through employing knowledge and sciences to help solve the problems of people, groups and societies. - Dependence on the ecological system and the entrance to the needs. - Connecting with others versus solitude and self-realization versus despair. Professional practice is considered one of the most important and latest models that imposed itself on the practice of social service during the last quarter of the twentieth century, as the practice represents a selective trend that moves away from the traditional pattern of social service, which divides it into basic methods such as individual service, group service, and organizing the society(Soliman, 2005, p. 24).

2.3- Women and work:

2.3-1- Work: Work is defined as the effort that a person makes. It turns out that human work is a purposeful activity. In human work, it is embodied in man making and developing the means of work. This is considered one of the most important human work.(Jaradat , 2000, p. 110). There is no doubt that the workload of any society is determined by two main elements:
First: The number of individuals who are able to work, taking into account the age level (the population pyramid) and their distribution according to gender,



The reality of professional practice among women working in the sports institutions management in Algeria

society's customs, traditions and values, especially in terms of the view of women's work and the existing legislation in the field of employment and so on.

Second: The extent of the productive efficiency of individuals and this depends on the technical and professional level of the workers and the availability of work tools and so on (Jaradat, 2000, p. 112). What is noticeable with regard to women's work is that their participation rates remain in the productive and very low economic sectors. Perhaps one of the main reasons for this situation is that the percentage of women is still relatively small, depriving them of opportunities to make changes in labor and development policies. The weak contribution is not limited to administrative and political positions, but in women's participation in professional organizations and unions, and in occupying positions of influence in the trade union movement in a way that allows giving the needs of working women the attention they deserve and commensurate with the size of their contribution (Henry, 1982, p. 268). Also, the concept of working outside the home is still vague. Studies also confirm the low political participation and the low level of social awareness at the level of women's achievement. This decrease is due to the lack of clarity in the concept of work, the failure to convert work into a value that is firmly rooted in the conscience of women, and the incompleteness of forms of equality to extend to equality in family life and social status (Zayed, 2002, p. 19).

2-3-2- Women's work: It is that activity that is divided into two types: one inside the home and the other outside. The domestic work is the one that is within her family in terms of doing the affairs and requirements of the house, while working outside the home is the activity that a woman does outside the home in return for a wage.

2.4- Sports: The origin of the word sport is deep and ancient as old as civilizations. The word sport is taken from the Latin word "Desport," which means transformation and change, i.e. transforming people's concerns and interests with work into entertainment and recreation through sports, just as prayer is a sport because a person performs it five times a day. Therefore, we can consider sport as a phenomenon that returns, and it came in the definition of sport according to the Sufis as the refinement of psychological morals by persevering in worship and abandoning desires. (Benhadia & Belhossein, 1990, p. 413) Kosla defined it as "physical training with the aim of achieving the best possible result from competition, not only for the sake of the individual, but for the sake of the



sport in itself.(Al-Khouli, 1996, p. 32) As Amin Anwar Al-Khouli defined it, it is one of the most sublime forms of human kinetic phenomena, which is an advanced appearance of play, and it is the most organized and the most skilled.”(Al-Khouli, 1996, p. 33).The International Encyclopedia defines the term sport as a set of physical movements. “Piereede Cobertin” who inspired the Olympic Games in 1896 AD says that sports "is a familiar voluntary worship of non-extreme muscle exercises based on the desire to increase and improve, and can take us to the point of risk, and it is an optional activity that results from the desire to perform it.”(grande encyclopédie , 1981).

We conclude from these two definitions that sport is the real form of the application of various types of sporting activities in the world.

2. 5- Sports practice:Sports practice is the essence of organized competitions in order to measure capabilities and ensure their maximum identification(Al-Khouli, 1996, p. 32). On the other hand, sports practice has become an element of solidarity between sports societies and a factor of social and sometimes professional progress. (Al-Mansoori, 1971, p. 209).And sports practice has many useful advantages that help the individual adapt to his surroundings and society(Abdel Haq, 1986, pp. 14-15) Order No. 95/ 09 of Article 64 considers practice to be “Any medically qualified person who engages in or engages in physical activity within a regular or appropriate framework, when the practitioner is regularly licensed in a sports club and integrated into a competitive system takes the designation of an athlete”(Order No 95/ 09, 1996, p. 24). Sports practice is an essential factor in preparing a good individual in all terms as it is enjoyable with all the advantages that result from practicing a favorite sports activity for any person.

2.6- Enterprise:It is a rational coordinating framework between the activities of a group of people linked who organize their relationships with a specific structure into functional administrative units with defined lines of authority and responsibility. The enterprise is a synonym for the organization or establishment that meets the needs of society in different ways and for different purposes(Al-Adlouni, 2002, p. 14). The enterprise as a somewhat independent economic and social organization, in which decisions are taken about the installation of human, material, financial and media means in order to create an added value according to the goals set within a time and spatial scale(Bin Habib, 2002, p. 24).

2.7- Professional enterprise: It is an institution that is dominated by businesses that need high expertise and stable work confidence Professionalism is



decentralized and it is difficult to manage professionals effectively through traditional methods(Mintzberg, 1994, p. 55).

2. 8- Sports organization: Generally, sports physical activity achieves lofty social goals. Sport is a right for every member of society and an art. In view of the increasing demand and need for bodies in which sports activities are practiced, these performances were organized in amateur, semi-professional and professional clubs. After the practice of these activities passed through the stages of hobby and recreation in the various sports gatherings, they became institutions that combine several factors to reach certain goals(Al-Shafei, p. 13). From this we can conclude that the subject and importance of the sports institution in a particular society depends on its prevailing philosophy(Yalouni, 1998, p. 12).

2.9- Sports organization management The sports institution is based on the compilation of many factors managed under a special management section. It is important for the person who practices the administrative work in the sports authority to be skilled and knowledgeable and competent in the mechanisms of management. For this reason, these managers must use administrative theories and refer to the recommendations of modern scientific research in the sports field to acquire managerial knowledge in which knowledge and experience are combined (Marwan Abdel Majeed , 2000, p. 44).Among the most important principles of

managing a sports organization are the following:

1. The use of scientific methods in defining the parts of the work, organizing it and how to implement it in place of the deep administrative methods to raise the level of performance.
2. Following the scientific methods to select leaders and prepare them for training, education, and continuous improvement.
3. The application of the principle of evaluating work and distributing responsibilities at the expense of the organizational structure of the sports institution.
4. Develop positive democratic leadership to develop the spirit of belonging among the group within the institution(Abdel-Maqroud & El-Shafei, 2003, pp. 32-35).

3. The field framework of the research

3.1- Research methodology and field procedures:

3.1.1- Research Methodology:



Each research problem needs an appropriate approach that helps to investigate its facts, and due to the nature of the subject we are dealing with in the study, we have to use the descriptive approach, which highlights its importance as the scientific method that enables the researcher to explore, describe and analyze a single phenomenon or a group of phenomena in its real space and within its natural, non-artificial conditions by collecting information and data that perform the function of defining the phenomenon.

3.1.2- Research community and sample: The research community represents the social group on which we want to conduct the study, and in this study the research community was the sum of the women mothers working in the sports field in Algeria, to whom we applied the study. The society of our study is this example, a research sample of 50 married women graduates from schools and schools of education and sports working in the sports field in the states of Ain Defla and Tipaza from various institutions (educational and university such as professors, youth and sports directorates, sports facilities and vehicles...etc), which is a total sample that was chosen in an intentional way.

3.1.3- Search tools: In order to reach a solution to the research problem presented and to verify the validity of its hypotheses, we must follow the most effective methods through study and examination.

- **Questionnaire:** The questionnaire was designed and its elements determined based on the opinions and directions of specialists in the field of sports, in line with the research topic and its problematic situation. The form is necessary in our study as it is used as a means in the process of collecting information in the statistical study of the research sample, as it included a set of dimensions related to the issues that the researcher wishes to obtain from the respondent. For this research we used the following tools: - Statistics tool: we relied in analyzing the data on the percentage and The chi-square test. - Questionnaire form: This form was designed through the reference survey of studies and references related to the subject of the research, where we were able to identify and limit two main axes where they were suggested for the questionnaire to fit with the questionnaire's statements, which are as follows:

* The first axis: the professional difficulties faced by married women working in the sports field.

* The second axis: the social life of a married woman with the difficult work pressures in the field of sports, where each axis contained 11 questions.

- **The validity and reliability of the questionnaire:** In estimating the validity of



the questionnaire under study, we relied on the validity of the content by carefully examining the content of the questionnaire's phrases and axes by presenting it to a group of specialists. To estimate the reliability, we used the split-half method with the Spearman-Brown equation, where the reliability coefficient was high in each of the occupational difficulties faced by women and social life, respectively, ranging between (0.87-0.89), and the reliability coefficient was high, respectively (0.93-0.96).

- How to apply the form: We distributed the research form to the original sample through a personal interview for some of the respondents and this is to explain the aspects contained in the form so that the answers are highly objective.

4. Presentation, analysis and discussion of the results of the study:

4.1- Presentation, analysis and discussion of the results of the study for the first axis:

Table No. (01): Represents the questions of the first axis phrases.

Number	Questions	Frequencies	
		Yes	No
Q01	Do you think the monthly income in the field of sports is sufficient with the difficulties of life?	13	37
Q02	Did you face difficulties during the tr sports training period?	33	17
Q03	Did you face problems while joining the work in the sports field?	35	15
Q04	Is there a difference in tasks between women and men working in the field of sports?	38	12
Q05	Did you face a lack of understanding from the community members during the performance of the work?	11	39
Q06	Do you think that women working in the field of sports are almost permanently threatened because of the difficult conditions?	15	35
Q07	Were you afraid of working in this field because of the officials?	41	09
Q08	Do you see people looking at you while you are practicing your profession difficult?	44	06
Q09	Do you think that there is respect and appreciation from society for women working in the sports field?	43	07
Q10	Do social difficulties affect you in your private life?	40	10

Q11	Do you think that a woman working in the sports field has little chance of getting married because a man does not prefer a wife working in this field?	42	08
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Table No. (02): Represents the frequencies and percentages of the first axis phrases

Answers	Yes		No		k2		degree of freedom	Indication level	Statistical significance
	F	%	F	%	calculated	tabular			
P.01	13	%26.00	37	%74.00	11.52	3.84	01	0.05	Signifiant
P.02	33	%66.00	17	%34.00	5.12	3.84	01	0.05	Signifiant
P.03	35	%70.00	15	%30.00	8.00	3.84	01	0.05	Signifiant
P.04	38	%76.00	12	%24.00	13.52	3.84	01	0.05	Signifiant
P.05	11	%22.00	39	%78.00	15.68	3.84	01	0.05	Signifiant
P.06	15	%30.00	35	%70.00	08.00	3.84	01	0.05	Signifiant
P.07	41	%82.00	09	%18.00	20.48	3.84	01	0.05	Signifiant
P.08	44	%88.00	06	%12.00	28.88	3.84	01	0.05	Signifiant
P.09	43	%86.00	07	%14.00	25.92	3.84	01	0.05	Signifiant
P.10	40	%80.00	10	%20.00	18.00	3.84	01	0.05	Signifiant
P.11	42	%84.00	08	%16.00	23.12	3.84	01	0.05	Signifiant

- Analysis and discussion of the results:

After we collected the data by unpacking the results of the questionnaire into the statistical software package, and after subjecting them to the appropriate statistical methods, we previously presented all the results, where we analyzed all the data through statistical table No. (02), but now we will interpret and discuss the results of the first axis, which stemmed from an idea centered on the professional difficulties faced by married women working in the sports field. In order to know the compatibility of the findings, it becomes clear to us through the results of this axis about the data related to the sample members that 74.00% believe that the monthly income in the field of sports is insufficient with the difficulties of life. Monthly income with life difficulties, given the current living and the difficult economic conditions that the country is going through, which led to rise in prices, and consequently the high cost of living until employees in any sector, regardless of the sports sector, suffer from the problem of insufficient income in parallel with what the country's economic conditions have become. As for the category that believes the income is sufficient with the current conditions, it was estimated at 26.00%. This is due, as we explained earlier, to the fact that a good income allows the respondents to face difficult life problems, and thus



The reality of professional practice among women working in the sports institutions management in Algeria

achieve parity and balance with the current high cost of living. As a result of all these analyzes and ratios, we conclude that the higher the income, the less judgment that the income is insufficient, and vice versa. It is due to the various social and economic changes that have affected society, such as the rise in imports, as well as the privatization system, which is almost completely dominating all sectors which are factors that lead to high prices and consequently the high cost of living, and from which the employee has become in a state of permanent conflict with these conditions and overcoming them, and this is what was stated in the text of phrase No. (01). As for phrase No. (02), we noticed 66.00% of the sample members who found difficulties during training due to the unique nature of the profession, where the respondents are exposed to orders and instructions related to the process of discipline, behavior and abandonment of good morals in order to succeed in the relationship with the process of discipline and behavior and manifestation of good morals in order to succeed in the relationship in dealing with various members of society. Schools and training directorates in the sports field pay great attention to this aspect, especially with regard to the way of dealing with others and working to gain confidence. While we find that 34.00% of the sample did not find difficulties during training, which is a small percentage of the first percentage, but on the contrary, it is a significant percentage compared to the total community of the respondents. And we find that it is not difficult, given that most of the respondents have a person by virtue of kinship working in the sports field, where they are allowed to be encouraged by them, and they have an overview of the training, formation, and the difficulties they will face at work. As for phrase No. (03), we recorded 70.00% of the sample members suffering from the problem of conflict between the old and modern generation within the sports organizations and institutions, i.e. the lack of understanding between the old employees and the new employees, and this is where they found out that some men did not accept women working in this field, especially when they are subjected to a practice of authority and thus lack of respect. As for the percentage of 30.00% of those who did not encounter problems while joining the work in the sports field, and this is the result, as we have seen previously, when the respondents have an idea and information about the field, which makes them unexposed to problems, and if they know how to confront them in case of an exposure. And this is through the kinship factor that we found plays a major role in helping women working in the sports sector to overcome and



confront problems and raise the moral aspect, and reduce the presence of other individuals who cause inconvenience or problems for the respondents. The good environment plays an important role in raising morale and, thus, eliminating problems. After that, we recorded 76.00% of the respondents believe that there is a difference in work between men and women in the sports field compared to 24.00% of those who see the opposite, and this is what was stated in the text of statement No. (04), where the respondents confirm their ability to do all the work like men. The married woman rejects the idea of segregation, but rather loves the idea of completing tasks. Task performance did not become based on physical strength and rigidity, but on the basis of scientific strength, which became the first and important role, regardless of any other force. This is what led to her profession being commensurate with men because there are similar specializations for both sexes. The nature of work and tasks are related to her nature as a married woman and an ideal mother, characterized by the characteristics of flexibility in handling matters, so the distinction is not on the basis that she is a woman and therefore weak and this is a man and therefore strong, but on the basis of the nature of the tasks and specializations that are complementary to the man's competence. The sports field, whatever the nature of its issues and no matter how many, cannot be isolated from one gender in it, but the presence of women and men is necessary in it, each completes the other. As for statement No. (05), we recorded 78.00% of the sample faced lack of understanding by community members during job performance, compared to the 22.00% who see the opposite, and this shows that the respondents practice their profession normally without problems on the part of community members, which clearly reflects the change in society's view of the work of married women with the continuous change in society. The conditions have become a lot of help for married women in the performance of their work without any difficulties, whether in terms of changing the society's view or in terms of other individuals' awareness of the need for women's presence in the sports field in addition to the low living standard and shortage of jobs. These are all reasons related to the changing society's view of women working in the sports field. As for phrase No. (06), we noticed that 70.00% of the sample's opinions did not see that the married woman working in the sports field is almost permanently threatened due to the difficult circumstances, while 30.00% of the respondents see the opposite. This category lived the period that Algeria witnessed from the eighties and the start of the nineties, the phenomenon of terrorism that exacerbated thousands of lives,



The reality of professional practice among women working in the sports institutions management in Algeria

especially women going out to the street, which set an eye on them with the aim to be destroyed and as this woman is employed in sports institutions. As for statement No. (07), as we explained earlier, the general trend is 82.00% of those who admitted that there are fears, while 18.00% did not have fears at work on the part of the officials. So, since the woman chose this profession and stormed this field, she knows very well the difficulties that she will receive and the type of jobs that she will perform and is well aware of her situation, but her intense desire to join this field was stronger than all of that. In the sports field, it imposes its presence and social being as an effective and responsible element. As for phrase No. (08), we recorded 88.00% of the sample who see the individuals' view of them as difficult and unnatural during professional practice, and this category is always disturbed, as the society's unnatural and traditional view makes them more confused and less enthusiastic, and this applies more to posters with the profession recently, that is, they come into contact with various social bodies during work, making them feel more uncomfortable and excessive than others regarding the society's view of them, while 12.00% see the opposite and this is due to the various changes that society has undergone in terms of women leaving to work outside the house, and thus the responsibility of the expenses on individuals, which has always been the responsibility of the man alone, in addition to contributing to various professions, and this is what the society constantly witnesses, as it has been calling for her, and even insisting on her to contribute to this change in order to achieve her success. With regard to the phrase No. (09), we find that 86.00% of the sample believe that there is respect and appreciation from society for women working in the sports field, and we record 14.00% of those who believe that women working in this sector suffer from this problem, especially before marriage, which explains the various problems that we hear about everyday against this being, especially with regard to violations of her rights, insults, etc. Being a woman who does not have a man to protect her, she is easily accessible to others, and even if she is exposed to various sufferings and problems, she prefers to remain silent for fear of her reputation and that of her family, where she will always be the victim, whether she is an oppressed or oppressor. But with the changes that took place in society, all these images began to fade, and this is what made the man change his traditional view to show her respect and appreciation. On the other hand, we recorded the results of statement No. (10), which amounted to 80.00% of the sample members believe that there is



an impact, while 20.00% believe that there is no influence of society on private life, and this is due to the individuals' understanding of her, through the natural view of it along with the attitude of respect and appreciation that a married woman enjoys is greater than others, so it is not surprising that we record a small percentage in the absence of influence. If it were the opposite of what was said previously, that is, the negative attitude, the impact would have been greater for this category, but no matter how positive the social attitudes in our country, Algeria, the impact must necessarily be positive. As for the phrase No. (11) we recorded a percentage who think that the chance of a woman working in the sports field is small in marriage because the man does not prefer a working wife in this field, while 16.00% of the sample rejects this idea for the woman working in the sports field and this is for several reasons largely due to the fact that a sane and understanding man chooses his wife for her principles and personalities, not for her profession. And as long as the sportswoman enjoys these health and social advantages more than others, she has chances of marriage because her strong personality is what prompted her to break into this field, along with her lofty principles in that. The category that sees the chance of marriage for the satisfied woman as small is estimated at 84.00%, as it sees that the man does not prefer that woman who works in the sports field, as he considers that the sportswoman as a tomboy and has morals and an manly personality who uses force to overcome him, as her profession and being a sportswoman gives her a good status, and this is due to the dissatisfaction of men and religion in accordance with the rule of customs and traditions that do not allow, as conservative and traditional families still strongly object to women going out to work, let alone to work in the sports field, a coach for example, in combat sports, which has long been men's monopoly. So, through the recorded results and noting the difference between the percentages reported by the sample, we found out in the results of the statements (p01, p02, p03, p04, p05, p06, p07, p08, p09, p10, p11) that the calculated value of the K-squared test greater than the tabular value ($k_{2t} < k_{2c}$), and from it we conclude that there are statistically significant differences at the significance level ($\alpha = 0.05$), and the degree of freedom $dL = 1$).



4.2- Presentation, analysis and discussion of the results of the study for the second axis:

Table No. (03): represents the questions of the second axis phrases.

Number	Questions	Frequencies	
		Yes	No
Q12	Was your marriage before joining the sports field?	07	43
Q13	Do You Have Children?	45	05
Q14	Is your husband engaged in a professional activity?	39	11
Q15	Is your husband consent to your profession?	06	44
Q16	Do you reconcile your married life and your professional life, especially since it is a rather difficult field?	40	10
Q17	Do you think that the profession of working in the sports field is difficult if the woman is married and has children?	41	09
Q18	Are there other circumstances and reasons that hinder and limit the effectiveness of women's sports work in Algerian society?	08	42
Q19	Do you contribute to the family expenses?	38	12
Q20	Are there reasons that prompted you to work in the sports field?	37	13
Q21	Is there a family member working in the sports field?	12	38
Q22	Do women working in the sports field have ambitions and challenges with which she faces the pressures of life?	35	15

Table No. (04): Represents the frequencies and percentages of the second axis phrases.

Answers	Yes		No		k ²		Degree of freedom	Indication level	Statistical significance
	F	%	F	%	Calculated	Tabular			
P.12	07	%14.00	43	%86.00	25.92	3.84	01	0.05	Significant
P. 13	45	%90.00	05	%10.00	32.00	3.84	01	0.05	Significant
P.14	39	%78.00	11	%22.00	15.68	3.84	01	0.05	Significant
P.15	06	%12.00	44	%88.00	28.88	3.84	01	0.05	Significant
P.16	40	%80.00	10	%20.00	18.00	3.84	01	0.05	Significant
P.17	41	%82.00	09	%18.00	35.28	3.84	01	0.05	Significant
P.18	08	%16.00	42	%84.00	23.12	3.84	01	0.05	Significant
P.19	38	%76.00	12	%24.00	13.52	3.84	01	0.05	Significant
P.20	37	%74.00	13	%26.00	11.52	3.84	01	0.05	Significant

P.21	12	%24.00	38	%76.00	13.52	3.84	01	0.05	Significant
P.22	35	%70.00	15	%30.00	08.00	3.84	01	0.05	Significant

Analysis and discussion of the results:

After collecting the data by unpacking the questionnaire results into the statistical program package, and after subjecting them to the appropriate statistical methods, we previously presented all the results, as we statistically analyzed all the data through statistical table No. (04), but now we will interpret and discuss the results of the second axis, which stemmed from an idea that revolves around the social life of the married woman with the hard work pressures in the sports field.

In order to know the consistency of the findings, it is clear to us through the results of this axis about the data related to the sample members that 86.00% of the sample were married after joining the profession, while 14.00% of the sample before, showing us that the sports field is not an obstacle to the marriage project for the girl as this field is distinguished from the rest of the other fields, and it did not prevent them their legal right, that is marriage. No. (12). As for phrase No. (13), we recorded 90.00% of those who had children compared to 10.00% who did not have children, which showed us that the athletic woman practices her life as normal as any other woman. In addition to her work outside, she has additional responsibilities at home, perhaps the greatest responsibility is that of raising children, where despite the difficult tasks, the woman working in the sports sector tries to practice her life in a normal way and that her mission, like other professions, through it she can take care of the affairs of her family and raise children, which reflects her natural view of her profession as a normal one for any outside-working woman, especially if we know that she has a limited working time, just like any woman working in another sector. As for phrase No. (14), we recorded 78.00% of the respondents whose husbands practice a professional activity, while 22.00% of the sample recorded whose husbands did not engage in a professional activity, where the wife is the one spending on the family. As for the husband’s contentment with work, we recorded 88.00% of the sample did not get their husbands’ approval, and this is due to the fact that the man considers that the sports field has deteriorated and no respect for women remains, given the various exploitations and harassment that women are exposed to in general in all fields and sectors, especially working in the sports field that is men-dominant. Still, when we observed in the field, married women are respected more than



The reality of professional practice among women working in the sports institutions management in Algeria

single women, as there are not many difficulties, which allows them to reconcile their married life and professional life, and this is what we found in a small group estimated at 12.00% of those who got their husband's consent. The husband loves his wife to go out to work with the various changes of society, which have achieved different life conditions that require the participation of the woman alongside the man in all matters, as he appreciates her conditions as long as he is well aware of the nature of these tasks. He understands any shortcoming on the part of the wife and tries to cover it, as it creates things that make them challenge these difficulties and shortcomings, such as helping each other and setting up daily programs through which she can reconcile between work and home, which are factors that make the husband satisfied with his wife's profession. And this is what was stated in the text of phrase No. (15). As for phrase No. (16), the percentage of female respondents working in the sports field was estimated at 80.0%. They are among the women who are most able to reconcile between the two cases, and this is what we mentioned earlier that they seek to develop daily organizational programs that they share with husbands in order to reach balance between the two cases as a result of the love of the profession, which leads to the availability of both the will and the strength that creates the organization. The factor of love of the profession necessarily creates the will and strength, in addition to the husband's understanding of all circumstances, and helping overcome them, in addition to the various changes accompanying the society necessitating work for the woman in order to face the difficult conditions of life, in addition to the presence of a hidden factor that must be highlighted, which is the cultural and educational level of the spouses, while 20.0% of those who could not reconcile the two cases were represented by the group associated and married to self-employed and merchants, and this is due to their lack of awareness and understanding of the work requirements in the sports field. Thus, working to create daily problems because of children, and this is what makes women under pressure from many factors. As for phrase No. (17), 82.00% of the total number confirming the profession of work in the sports field is difficult for women with children, and the large percentage confirms that it is a profession like all professions that require self-confidence and permanent organization, as it requires additional efforts for the sports woman and many sacrifices in order to be able to reconcile and adapt to the social environment, so any out-of-home profession is considered as an additional effort for women in all sectors, not just in the field of



sports, they can reconcile and take care of the affairs of their family, and they also enjoy more facilities and discounts than single women, since they have additional responsibilities at home, and as we said earlier, they are highly respected by others, whether by officials or by fellow employees who help them carry their burdens, especially if they are sick or pregnant as they are given many holidays in case they encounter a problem at home or one of the children is sick. As for those who will not be able to take care of children well as necessary, it is estimated at 18.00%, as we see that the respondents confirm in all professions and not just work in the sports field, which, then, reflects well the image and view of the sports woman towards her profession to be like other professions in all matters that allow the practice of life as normal as the female at home. With regard to phrase No. (18), we found 84.00% of the sample members who believe that there are no reasons and circumstances that hinder and limit the effectiveness of women's work in the sports field, and it represents a large percentage compared to women who find conditions and reasons that hinder and limit the effectiveness of their work in Algerian society. The percentage was estimated at 16.00%, and the majority did not have any opposing reasons, and this explains to us the majority of the respondents belong to open families, and thus we find a great keeping pace with the change in the pattern of values and relations between individuals in society, where their tendencies are in line with their desires from which we can reach a very important conclusion that the lack of opposition and reasons that hinder and limit women's sports work in the Algerian society means changing the individual's view of women's work in general. As for the phrase No. (19), where the general trend of the respondents was estimated at 76.00% of the category that contributes to alimony, while the rate of 24.00% of the category that does not contribute to alimony on the family, and this shows us that the husband is the one who plays the role in the family financial support. However, we should not deny the working women because most of them contribute to alimony in a relative manner, and this is illustrated by the large percentage that contributes to alimony on the family, where the behavior is shared by family members, whether the husband, wife or children, and what we conclude is that the majority of respondents do not provide all of their income, and this is a possibility that there are other individuals doing the task. As for the phrase No. (20), the general tendency of the respondents who had reasons that pushed them to work in the sports field was estimated at 74.00%, while 26.00% of the sample recorded the opposite opinion. Their enrollment in the field of sports stems from a personal



The reality of professional practice among women working in the sports institutions management in Algeria

desire, that is, their love for this profession to which she would like to contribute, and since the respondent is aware of the importance of her role as a woman working in the sports field, through this desire she embodies her entity and achieves her social position, in addition to the economic situation where there are indicators through which they wanted to reach the real financial situation, and this is what drives the girl to work in the sports field. As for phrase No. (21), according to the distribution of the sample members as to whether there is an individual working in the sports field within their families, it becomes clear to us that the general trend was represented by 76.00% of those who do not have anyone in their families who performs the same field work in the field of sports, while we found 24.00% of respondents have a family member working in the same profession, and this we talked about previously is that the presence of a relative at work always makes women protected and encouraged by him. Therefore, she tries not to leave this circle and tries to reconcile in her choice of these tasks. Her choice to work in the field of sports is a one of the natural human desires. Through phrase No. (22) we recorded 70.00% of women working in the field who have ambitions and challenges that they face with social and cultural pressures, while it was estimated that 30.00% of women who did not defy difficulties, and through this we discuss various social and cultural pressures and their relationship to married women working in the sports sector as follows:

Securing the economic aspect and the ambition to advance is the most important thing that the sporting woman seeks in society, as she considers them as essential factors to get rid of her permanent dependence on men, and prove that she is an effective element that can contribute and participate in the family life on the one hand, and on the other hand she sees these factors as a security for her future and as a kind of liberty and personal independence. As for the balance between the work and home, which are considered two essential topics in the sports life of a woman, we find that the view of the two topics has changed according to the various social, cultural and economic changes of society. After the marriage responsibility was one of the crucial life matters of the sportswoman, it has witnessed a sort of modification and a new vision, and it was no longer an important priority for her, so her education, her access to higher cultural levels, her field of work and her assumption of various professional positions changed much of her traditional thinking, especially after the base of education and rehabilitation has recently expanded, and consequently, the ambition of girls has



increased, leading to a higher rate of marriage age, which is another evidence that we add to the previous ones, meaning that such factors would enhance the position of sportswomen in participating and contributing more to the economic development of society. Additional responsibilities that are added to a sports woman after marriage; In addition to her professional responsibilities, there are different household duties, which constitute an additional effort, especially if the husband is of the type that does not contribute to the domestic work.

Through the results and after the statistical treatments for both the first and second axes, the conclusion was reached that the married woman has an effective role in achieving her ambitions as a woman working in the sports field and has challenges with which she faces the pressures and difficulties of life.

5. Conclusion:

The goal of every work, intellectual effort, or scientific research is to come up with some conclusions on which other researchers can rely and take as a reference or as a starting point for their study in order to enrich their research with our information and benefit from it, even if only to a small percentage. And within the limits of the research sample and the data collection tools used, and through what the research aims at, and after reviewing the recorded and verified results, we were able to reach the following conclusions:

- 1- The monthly income of a married woman working in the field of sports is insufficient with the difficulties of life.
- 2- A married woman working in the sports field faces difficulties during the sports training period.
- 3- A married woman working in the sports field faces problems while joining the work in the sports field.
- 4- There is a difference in tasks between women and men working in the field of sports.
- 5- A married woman working in the sports field faced a lack of understanding from members of the society while performing her work.
- 6- Women working in the field of sports are not almost permanently threatened because of the difficult circumstances, but rather have fears of working in this field because of the officials.
- 7- A woman working in the field of sports sees how individuals look at her while she practices her difficult profession, and she also receives respect and appreciation from society.



The reality of professional practice among women working in the sports institutions management in Algeria

8- A woman working in the field of sports balances between her married life and her professional life, and assures us that there are no other circumstances and reasons that hinder and limit the effectiveness of women's sports work in Algerian society.

9- Women working in the sports field have ambitions and challenges to face the pressures of life and contribute to the family's expenses.

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Saghi Abdelkader

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