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The reality of applying information technology in the Directorate of Youth and Sports a case study of the Youth and Sports Directorate in the state of Souk Ahras

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Abstract:

the current study aims to highlight The reality of applying information technology in the Directorate of Youth and Sports A case study of the Youth and Sports Directorate in the state of Souk Ahras, the Directorate of Youth and Sports is leveraging information technology to enhance efficiency, expand programs, in order to achieve the previously planned goals in order to reach the desired results, and the study sample consisted of 18 An administrator from the Youth and Sports Directorate State of Souk Ahras, who were chosen randomly, and the study relied on a questionnaire prepared by the researcher consisting of 18 paragraphs, the descriptive analytical method was applied, and the data were processed statistically using the SPSS program version 22, and the results showed The Directorate of Youth and Sports in Souk Ahras faces And difficulties challenges in utilizing information technology, required resources, and training and formation are needed to improve operations and service delivery, contributing to the progress of youth and sports activities.

Keywords: Information Technology; Resources; Directorate of Youth and Sports.

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1. INTRODUCTION

The rise of information technology has brought changes to the way organizations function and deliver services, including in the sector. Government agencies responsible, for youth and sports programs now face increasing expectations to utilize IT systems in order to improve processes and better serve the public. However directors of these agencies encounter challenges when it comes to implementing IT driven transformations. Successfully adopting technologies requires evaluation of organizational readiness, user requirements and perspectives limitations in resources and the demands of managing change, providing the technology bearing infrastructure and sufficient material capacities to carry out the digital transformation process, starting with purchasing means and devices, extending to their maintenance and replacement, as well as training and inspiring staff to use contemporary technology (Omar megrah, 2023)

Information technology has had an impact on the operations of institutions, particularly those involved in youth development and sports administration, as we delve into an examination of how IT's applied within the Youth and Sports Directorate it is crucial to recognize both its potential benefits and the unique complexities associated with this particular sphere of modernization, the Youth and Sports Directorate often plays a role in efforts to promote athletic excellence and engage young people in healthy activities, integrating IT into this sector involves facets such as automating processes improving communication channels and expanding access, to youth sports programs through information systems deployment, online platforms the use of technology including mentoring tools exemplifies the forward, thinking approach aimed at improving talent recognition performance tracking and engagement, with stakeholders in sports programs, at the time these technologies play a role, in curating educational content facilitating virtual collaboration and empowering youth initiatives, to properly evaluate their impact and effectiveness within the Youth and Sports Directorate it is important to consider literacy, infrastructure readiness and cultural alignment as IT interventions reshape the operating landscapes of directorates, they also bring forth challenges and considerations of the age one pressing concern is the divide, which refers to access to technological resources that can either enable or hinder equitable participation in youth and sports programs, while information systems offer benefits such as increased efficiency, analytics and communication capabilities integrating them poses challenges. There are still gaps between the promises made by technology vendors and the practical constraints faced by

directors of youth sports programs, community initiatives and sporting event management. Key areas of focus include addressing challenges related to system implementation staff training, data utilization, within budget limitations and monitoring success.

Study problem

The rapid advancement of technology in Different fields has highlighted the transformation potential of Information Technology in organizational settings, one intriguing field that has been impacted by the wave is the Youth and Sports Directorate, where IT can play a role, this Problematic provides an overview of the landscape, challenges and potential outcomes that come with implementing it in this domain, introducing information technology to the Youth and Sports Directorate is a step toward transformation and improved efficiency, the aim of this work is to explore how it can be applied within the Directorate to address both challenges and benefits associated with its implementation, by examining it solutions training programs, future trends and evaluation methods this content will offer a comprehensive understanding of how IT enhances the operations of this particular Directorate. Keeping up with advancements is crucial as it allows us to leverage their potential for optimizing efficiency and productivity, by harnessing the power of it the Youth and Sports Directorate can revolutionize its processes and strategies for a successful future, this is what we can summarize in the problem of the study by answering the following main question: **What is the reality of applying information technology within the Directorate of Youth and Sports ?**

3. Study Questions:

- What is the availability of human resources in the Youth and Sports Directorate who can use in information technology?
- What is the availability of Material resources in the Youth and Sports Directorate who can use in information technology?
- What is the availability of Technical resources in the Youth and Sports Directorate who can use in information technology?

4. Study Hypothesis:

- There are individuals within the Youth and Sports Directorate who have skills in utilizing information technology. But it needs development and training.
- The Youth and Sports Directorate lacks governmental support resulting in a shortage of Material resources for promoting information technology.
- The Youth and Sports Directorate Lacks Technical resources in a shortage of resources for promoting information technology.

5. Study Aims:

- Ensure the availability of human resources capable of using information technology within the Directorate of Youth and Sports.
- Ensure the availability of Material resources capable of using information technology within the Directorate of Youth and Sports.
- Ensure the availability of Technical and Informatics resources capable of using information technology within the Directorate of Youth and Sports.
- Knowing reality information technology within the Directorate of Youth and Sports

6. Study Significance:

Regarding the significance of this study it aims to shed light on the implementation of information technology and knowing the reality of the availability of necessary resources within it, within the Youth and Sports Directorate, additionally it seeks to explore aspects that make this study valuable and relevant.

6. Literary Review

6.1. First Study:

- Study: study by Mohammed Ayad 2015
- Entitled: Study the reality of the knowledge management and information technology to the work of the administrative leaders in the institutions and sports bodies
- The study aimed to identify the level of use of knowledge management and information technology at the administrative leaders
- Study approach: The researcher used the descriptive Survey and the study sample (116) Administrative leaders in sports institutions and bodies, Baghdad, Iraq

- Conclusions:

The paragraphs related to the knowledge management aspect were observed at the site level except, for paragraph No. (7) which had a level but still occurred. The information technology aspect was prominently featured in all paragraphs. Administrative leaders in institutions and organizations were actively engaging with the concept of knowledge management and information technology

- Study suggestions:

Conduct follow up research to assess the implementation of knowledge management and information technology across sports institutions and organizations in order to enhance the state of Iraqi sports. and Encourage sports institutions and organizations that lack resources to organize conferences, seminars and training programs aimed at promoting knowledge management and information technology adoption on a scale thereby supporting the development of sports in our country.

6.2. Second Study:

- Study: study by Fatiha.boussag, Zarwag Najib, farouk zegaar , khaled hadar 2022
- Entitled: The role of information technology in achieving total quality in sports institutions (A field study in the Directorate of Youth and Sports in M'sila)
- The study aimed to identify the role of information technology in achieving total quality in Algerian sports institutions, by addressing the role of devices and equipment, the contribution of software and processors, and the importance of data and information in achieving total quality
- Study approach: The researcher used the descriptive and the study sample (50) employees from the Directorate of Youth and Sports in Msila
- Conclusions:

Software programs and processors contribute significantly to achieving quality by handling administrative tasks within an institution. The internet and intranet facilitate access to information from sources enabling timely decision making. Information and data also play a role, in organizing work writing administrative reports and exchanging information with different organizations.

- Study suggestions:

The study proposes incorporating state of the art computer equipment and implementing electronic management systems in sports organizations. It also suggests developing strategies for IT integration providing training programs for staff members allocating a dedicated budget for IT needs and establishing a robust infrastructure to expedite progress. Furthermore the study highlights the significance of IT in attaining excellence, within sports institutions.

6.3. Third Study

- Study: study by Bin Muwafiqi Ali, Fayza Om Khir 2023
- Entitled: The Role of Modern Applications of Information Technology in Improving Financial Performance of The Institution - A field Study -
- The study aimed to identify This study aims to identify the impact of modern applications of information and communication technology on the financial performance of the economic institution.
- Study approach: The researcher used the descriptive Analytical and the study sample (21) employees of the DJEEZY Agency Djelfa, Hassibahbah, Ain oussera
- Conclusions:

The study findings indicate a relationship, between the two variables demonstrating the impact of advanced electronic programs on evaluating financial performance and enhancing communication among users through the latest applications.

- Study suggestions:

In todays interconnected world it is crucial to embrace communication technology applications to bridge gaps and facilitate communication among employees. These applications also contribute to measurement of performance adding credibility and precision. By utilizing processed data institutions can analyze their financial situation more effectively ultimately improving overall efficiency and reliability.

6.4. Fourth Study:

- Study: Difi Allah Nasima and Bin Zayan Iman, 2017
- Entitled: Obstacles to the use of information and communication technology in the educational process from the point of view of a sample of professors from Algerian universities

_ This study aims to identify barriers in the use of information and communications technology on the quality of education in Algerian higher education institutions from opinions of teachers.

- Study approach: The researcher used the descriptive Analytical, and The study sample was limited to 7 different universities, Batna, Biskra, Setif, Algeria, Oran, Boumerdes, including 481 professors.
- Conclusions:

that barriers for the use of information and communications technology are centered in four areas (regulatory and administrative, programming, human, hardware and software), with the following estimated percentages 28 2%, 36.9%, 40.7% and 48.4%, with a total negative impact of 68.3% e on the quality of education.

- Study suggestions:

Training in the use of new technologies, and the treatment of imbalances, and Conduct ongoing assessment and ongoing monitoring of develop ments in this area.

7. Defining the study's concepts and terminology

7.1 Definition of technology linguistique:

The origin of the word technology dates back to the Greek era, which consists of two parts (techno) and means industrial operation, while the second part of the word (logy) means science or methodology.

7.1 Definition of information:

A set of significant and valuable data for human resources in management processes inside the organization, such as planning, decision-making, guidance, modification, and identification of deviations and their causes.

7.2 Definition of technology information idiomatic:

It is defined as all the technology used to operate, transfer, and store information in electronic form and is also intended as a three-way merger between microelectronics, computers, and modern means of communication, which includes all devices, systems, and software related to the circulation of information. (Dawoud, 2009, pp. 53-54) It is also defined as the devices, equipment, methods, and means used by human beings that can be used in the future to obtain audio, video, and digital information, as well as to process such information in terms of recording, organization, storage, possession, retrieval, display, reproduction, transmission, and delivery in time for the applicant. (Mohamed, 2016, p. 79)

7.3 Definition of resources linguistique:

It is the source, deadlines, revolution, or path, and it is the singular term for resources, and the resource is the place where people come to receive anything that will benefit them. (Hallaf, 2002, p. 69)

7.4 Definition of sports institution:

It is the set of available resources (stadiums, vehicles, swimming pools, etc.) that are directed to serve the sport through the administrative process of planning, organizing, coordinating, directing, and controlling in order to achieve permanent development and increase the efficiency of athletes and their results by supervising them. And guide them.

7.5 Definition of Youth and Sports Directorate:

The Directorate of Youth and Sports is one of the state institutions of a service nature, and its importance is highlighted in contributing to the revitalization of the field of sports and youth within and even outside the state through the exchange of sports activities with other states, such as the organization of joint courses in various sports, in its operation, the Directorate relies on various of its own interests and each unique interest in a particular subject, other states such as the organization of joint courses in various sports, in its operation the Directorate relies on various of its own interests and each unique interest in a particular subject.

8. Methodological procedures for field Study

8.1. Pilot Study:

The pilot study as a fundamental and robust foundation upon which the researcher relies, a survey is a scientific investigation that aims to discover an issue by utilizing extensive and sufficient knowledge, including all components and frameworks of the subject of research, this type of research is needed when the topic in question is new and never before, or when the information or knowledge collected on the problem is scarce and weak. (Matthew, 2004, p. 26)

On this premise, the survey was undertaken, through which the distinctive characteristics of the study sample were discovered and analyzed by moving to the Directorate of Youth and Sports, interviewing a group of staff members and discussing various topics of the study, the study dealt with a random sample of 18 individual.

8.2 Study Methodology:

The descriptive approach was used because it suits the subject of the study, Raja Mahmoud Abu Allam says that it is the design or plan that the researcher develops to obtain and analyze data for the purpose of determining the nature of a problem. (Allam, 2011, p. 04)

8.3 Study Variables:

Independent variables**:** information technology

Dependent variables**:** Directorate of Youth and Sports

8.4 Study Sample:

In this study all elements who had the option of application were identified using a survey method, including managers and administrators working within the Directorate of Youth and Sports of the state of Souk Ahras, their number was (18) personnel. as in Table No (01)

Table 1. Displays the size of the sample

Questionnaires	Spreader	Recovered	Non-refundable	excluded
number	22	18	3	1
Percentage %	100	82	13	5

Source: Authored by the researcher

8.5 Data and information collection tools

For instruments for gathering data and information in order to comprehend the subject in all its aspects, a closed questionnaire was produced according to the five-point Likert scale.

8.6 Steps to develop the questionnaire

Steps taken to build the questionnaire after reading the literature on organizational culture and previous studies on the subject of sports management, identifying the areas and paragraphs of the questionnaire, drafting the paragraphs under each area of preparation of the questionnaire in its initial form, and then confirming the apparent sincerity of the questionnaire by distributing it to a group of professors at

the University of Mohamed Sharif Messaadia - Souk Ahras, for their comments on its construction and its apparent form

The focus of the questionnaire was defined as follows:

- Axis 1 contains questions about the availability of human resources capable of applying information technology within the Directorate of Youth and Sports, and includes 06 questions
- The second pillar contains questions about the availability of material resources capable of applying information technology within the Directorate of Youth and Sports, and includes 06 questions.
- The third theme contains questions about the availability of Technique resources capable of applying information technology within the Directorate of Youth and Sports, and includes 06 questions.

Table 2. Questionnaire scores

Repetitions	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Degree of approval	1	2	3	4	5
	(1.80 -1)	(2.59 -1.81)	(3.4 -2.60)	(4.20-3.41)	(4.21-5)

Source: Authored by the researcher

8.7 Statistical means:

Statistical means used: No researcher can dispense with statistical methods and methodologies, whatever the type of study he or she is performing, since the most important statistical means relied upon are:

- ✓ Coefficient Alpha-Cronbach
- ✓ Percentage (%**)**
- ✓ The arithmetic mean (SMA)
- ✓ Standard deviation (SD)

8.8 Psychometric features of the measurement tool:

8.8.1 Validation of arbitrators:

To determine the quality of the information-gathering tool used, the questionnaire was presented to a group of specialized arbitrators at the University of Mohamed Sharif Messaadia - Souk Ahras, and their proposals were taken and amended in accordance with their instructions.

8.8.2 Validity Related to Reliability:

To calculate the self-accreditation of the questionnaire, the self-accreditation law was applied, which is equal to the square root of the constant coefficient.

Validity honesty coefficient = √ Reliability Factor

This amounts to √0.72 = 0.85, Therefore the validity of the questionnaire equals 0.85, and from it the questionnaire can be considered honest in what it measured.

8.8.3 Questionnaire Reliability:

The Alpha-Cronbach test was used to verify the reliability of the questionnaire, The obtained value will be highly statistically significant if it is higher than the value that is accepted at the reliability value of 0.6, Table No (3) shows that the Alpha-Cronbach value for all statements is (0.72), which is a highly statistically significant value, It indicates that there is a connection between the questionnaire statements.

Table 3. Reliability and Study sample size

coefficient Alpha-Cronbach	Questionnaire statements
0.72	18

Source: Created by the researcher using the results of SPSS version 22

Through the results shown in Table (03) The Alpha-Cronbach coefficient is calculated equal to (0.72) , It is high stability, Therefore we can rely on it in studies, So that the researcher is sure of the validity and reliability of the questionnaire

9. Analyze and interpret questionnaire results:

9.1 Distribution of sample members According to personal data:

Table 4. Distribution of sample members according to gender, Age, Years of experience, Academic qualification

Variable	Type	Repetition	Percentage %
Gender variable	Male	10	56
	feminine	8	44
	Total	18	100
Age variable	Less than 30	6	33
	From 30 to 50	9	50

	More than 50	3	17
	Total	18	100
Years of experience variable	Less than 5 years	4	22
	From 5 to 10 years	5	28
	More than 10 years	9	50
	Total	18	100
Academic qualification variable	High school or less	4	22
	university Degree	11	61
	Postgraduate studies	3	17
	Total	18	100

Source: Created by the researcher using the results of SPSS version 22

- According to the data presented in Table (04) we can see that the majority of participants, in the study are males with a total of 10 individuals accounting for 56% of the sample. On the hand there are 8 females included in the study representing 44% of the sample.
- Analyzing Table (04) it becomes evident that the age group between 30 and 50 years old is the prevalent among participants. This group consists of 9 individuals making up 50% of the sample. Following this group is the category of individuals, under 30 years old comprising 6 participants and accounting for 33% of the sample. Lastly there are three individuals who belong to the age group above 50 years old making up 17% of the sample.
- Based on the findings presented in Table (04) it is evident that the majority of individuals, in our sample have over 10 years of experience comprising 9 respondents or 50% of the total. Following this group we have another category representing individuals with 5 to 10 years of experience accounting for 5 respondents or 28%. Lastly those with than 5 years of experience make up a category with 4 respondents or around 22%.
- Distribution of sample members based on their educational background Based on Table (04) results it is evident that university graduates and individuals with advanced degrees form the predominant category in our study sample. The secondary school category follows, while sports institutions tend to employ individuals, with certificates and skills.

10. Analyze the results of the questionnaire questions:

10.1 Analysis of the outcomes of the first axis questions:

Table 5. Displays the Arithmetic average, Standard deviation, Percentage, Sample , Direction, arrangement for the first axis of the questionnaire.

Test / Phrases	SMA	SD	%	Sample	Direction	arrangement
Does the directorate have strategies and policies, in place for developing employees information technology skills?	3.94	0.97	78.8	4		4
Are there opportunities provided within the directorate to train and enhance employees information technology skills?	2.56	1.26	51.2	2		5
Is there active support and encouragement from senior management for employees to utilize information technology within the directorate?	4.5	0.83	90	5		3
Has the application of information technology by employees contributed to improving the performance of the Youth and Sports Directorate?	4.56	1.01	91.2	5		1
Does the Youth and Sports Directorate offer incentives to employees who effectively utilize information technology?	2	0.58	40	2		6
Is there a need for further development of employees information technology skills?	4.55	0.76	91.2	5		2

SMA = Arithmetic average, SD = Standard deviation ,% = Percentage

Source: Created by the researcher using the results of SPSS version 22

The table No. (05) reveals that the sample answers on the of What is the availability of human resources in the Youth and Sports Directorate who can use information technology, are as follows:

1. In regards to question No (4) which asks (Has the application of information technology by employees contributed to improving the performance of the Youth and Sports Directorate?), achievement 91.2% of the participants in the study expressed (Strongly Agree). The average rating for this arithmetic mean was (4.56) with a standard deviation of (1.01).

2. In regards to question No (3) which asks (Is there a need for further development of employees information technology skills?), achievement 91.2% of the participants in the study expressed (Strongly Agree). The average rating for this arithmetic mean was (4.55) with a standard deviation of (0.76).

3. In regards to question No (1) which asks (Is there active support and encouragement from senior management for employees to utilize information technology within the directorate?), achievement 90% of the participants in the study expressed (Strongly Agree). The average rating for this arithmetic mean was (4.5) with a standard deviation of (0.83).

4. In regards to question No (1) which asks (Does the directorate have strategies and policies, in place for developing employees information technology skills?), achievement 78.8% of the participants in the study expressed (Agree). The average rating for this arithmetic mean was (3.94) with a standard deviation of (0.97).

5. In regards to question No (2) which asks (Are there opportunities provided within the directorate to train and enhance employees information technology skills?), achievement 51.5% of the participants in the study expressed (Disagree). The average rating for this arithmetic mean was (2.56) with a standard deviation of (1.26).

6. In regards to question No (5) which asks (Does the Youth and Sports Directorate offer incentives to employees who effectively utilize information technology?), achievement 91.2% of the participants in the study expressed (Disagree). The average rating for this arithmetic mean was (4.56) with a standard deviation of (1.01).

10.2 Analysis of the outcomes of the second axis questions:

Table 6. Displays the Arithmetic average, Standard deviation, Percentage, Sample, Direction, arrangement for the second axis of the questionnaire

Test Phrases	SMA	SD	%	Sample Direction	arrangement
The Directorate of Youth and Sports has the necessary infrastructure, in place to support the use of information technology?	3.06	1.35	61.2	3	4
The financial resources allocated to the Directorate Youth and Sports Directorate are sufficient to meet its needs?	2.83	1.26	56.6	3	5
Do we have funds to regularly maintain and update the equipment?	3.39	1.34	67.8	3	3
Do we have adequate material resources to address the technical requirements of the Directorate Youth and Sports ?	2.72	1.28	54.4	3	6
Are there physical resources, in place that ensure security and data protection standards when utilizing information technology within the Youth and Sports Directorate?	3.44	1.34	68.8	4	2
You have the necessary material resources (computer hardware, software, communication tools) to effectively utilize information technology within the Youth and Sports Directorate?	4.22	1.23	84.4	5	1

SMA = Arithmetic average, SD = Standard deviation, % = Percentage

Source: Created by the researcher using the results of SPSS version 22

The table No (06) reveals that the sample answers on the of what is the availability of resources that can be used for information technology in the Directorate of Youth and Sports, are as follows:

1. In regards to question No (12) which asks (You have the necessary material resources (computer hardware, software, communication tools) to effectively utilize information technology within the Youth and Sports Directorate?), achievement 84.4% of the participants in the study expressed (Strongly Agree). The average rating for this arithmetic mean was (4.22) with a standard deviation of (1.23).

2. In regards to question No (11) which asks (Are there physical resources, in place that ensure security and data protection standards when utilizing information technology within the Youth and Sports Directorate?), achievement 68.8% of the participants in the study expressed (Agree). The average rating for this arithmetic mean was (3.44) with a standard deviation of (1.34).

3. In regards to question No (9) which asks (Do we have funds to regularly maintain and update the equipment?), achievement 67.8% of the participants in the study expressed (Neutral). The average rating for this arithmetic mean was (3.39) with a standard deviation of (1.34).

4. In regards to question No (7) which asks (The Directorate of Youth and Sports has the necessary infrastructure, in place to support the use of information technology?), achievement 61.2% of the participants in the study expressed (Neutral). The average rating for this arithmetic mean was (3.06) with a standard deviation of (1.35).

5. In regards to question No (8) which asks (The financial resources allocated to the Directorate Youth and Sports Directorate are sufficient to meet its needs?), achievement 51.5% of the participants in the study expressed (Neutral). The average rating for this arithmetic mean was (2.83) with a standard deviation of (1.26).

6. In regards to question No (10) which asks (Do we have adequate material resources to address the technical requirements of the Directorate Youth and Sports?), achievement 54.4% of the participants in the study expressed (Neutral). The average rating for this arithmetic mean was (2.72) with a standard deviation of (1.28).

10.3 Analysis of the results of the third axis questions :

Table 7. Displays the Arithmetic average, Standard deviation, Percentage, Sample Direction, arrangement for the third axis of the questionnaire

Test Phrases	SMA	SD	%	Sample Direction	arrangement
Does the Directorate of Youth and Sports have access to essential technical resources such, as databases, programs and applications related to information technology?	2.89	1.52	57.8	3	6
Does the Youth and Sports Directorate prioritize the principles of security and privacy when using information technology ensuring that confidential and sensitive information is safeguarded?	4.06	1.31	81.2	4	3
Are IT users in the General Directorate of Youth and Sports provided with support?	3.07	1.61	61.2	3	4
Do the Youth and Sports Directorate have sufficient technical resources like computers, software programs, computer networks and data to support the use of information technology?	4.06	1.27	81.2	4	2
Does training and development contribute to enhancing employees technical knowledge in the General Directorate of Youth and Sports?	4.22	0.71	84.4	5	1
there effectively do employees communicate with each other using information technology?	3.05	1.35	61.2	3	5

SMA = Arithmetic average, SD = Standard deviation ,% = Percentage

Source: Created by the researcher using the results of SPSS version 22

The table No (07) reveals that the sample answers on the of what is the availability of resources that can be used for information technology in the Youth and Sports Directorate, are as follows:

1. In regards to question No (17) which asks (Does training and development contribute to enhancing employees technical knowledge in the General Directorate of Youth and Sports?), achievement 84.4% of the participants in the study expressed (Strongly Agree). The average rating for this arithmetic mean was (4.22) with a standard deviation of (0.71).

2. In regards to question No (16) which asks (Do the Youth and Sports Directorate have sufficient technical resources like computers, software programs, computer networks and data to support the use of information technology?), achievement 81.2% of the participants in the study expressed (Agree). The average rating for this arithmetic mean was (4.06) with a standard deviation of (1.27).

3. In regards to question No (14) which asks (Does the Youth and Sports Directorate prioritize the principles of security and privacy when using information technology ensuring that confidential and sensitive information is safeguarded?), achievement 81.2% of the participants in the study expressed (Agree). The average rating for this arithmetic mean was (4.06) with a standard deviation of (1.31).

4. In regards to question No (15) which asks (Are it users in the General Directorate of Youth and Sports provided with support?), achievement 61.2% of the participants in the study expressed (Neutral). The average rating for this arithmetic mean was (3.07) with a standard deviation of (1.61).

5. In regards to question No (18) which asks (there effectively do employees communicate with each other using information technology?), achievement 61.2% of the participants in the study expressed (Neutral). The average rating for this arithmetic mean was (3.05) with a standard deviation of (1.35).

6. In regards to question No (13) which asks (Does the Directorate of Youth and Sports have access to essential technical resources such, as databases, programs and applications related to information technology?), achievement 57.8% of the participants in the study expressed (Neutral). The average rating for this arithmetic mean was (2.89) with a standard deviation of (1.52).

11. Discussing the findings in relation to the study's hypotheses:

11.1 Discussing the first hypothesis:

Table 8. Displays the Arithmetic average, Standard deviation, Percentage, Sample , Direction, of the first axis as a whole of the questionnaire

General mean	SMA	SD	%	Sample Direction
The first axis as a whole	3.69	1.39	73.8	Agree

Source: Created by the researcher using the results of SPSS version 22

In regards to First hypothesis She was (There are individuals within the Youth and Sports Directorate who have skills in utilizing information technology. But it needs development and training), achievement 73.8% of the participants in the study expressed (Agree). The average rating for this arithmetic mean was (3.69) with a standard deviation of (1.39). According to a table (08) and (05) This suggests that the organization has a human resource component but needs adequate training and ongoing development through training programs and courses.

In this context Muhammad Zouaghi invited to leverage information technology and deliver both external training courses aimed at enhancing human resource performance to achieving outcomes, (Muhammad, 2023), And Sid Ali and Amin also said They emphasized how important it is to make use of information technology for attracting and managing personnel in order to achieve growth. They mentioned that selecting the employees can lead to cost savings in terms of training and development (elamine, 2023), It's great to know that the Youth and Sports Directorate has professionals who're skilled, in using information technology. To further enhance their abilities it would be beneficial to consider offering training programs that specifically focus on IT skills. These programs could include workshops, seminars or online courses tailored to meet the needs and align with the directorates objectives (demana, 2023), In his study, Marnez Oussama and Saudi Ayoub also advocated for the importance of training human resources within sports institutions and developing the capabilities of staff working in the sports sector. He emphasized the need to invest in building the skills of employees in roles ranging from coaches and trainers to administrative positions. Improving human capital and talent management strategies was presented as a key priority to elevate institutional performance across the sports industry (Ayoub, 2020), As Hadjadj Ahmed and Nehaoua Lounis confirmed in his

study the impact of sports financing on Algerian sports federations' managerial effectiveness and capacity to execute key activities, highlighting the significant role of financial resources in shaping their administrative capabilities (Hadjadj Ahmed, 2022), By providing training and development opportunities the directorate can empower its staff to utilize technology thus improving their work performance and better serving the community. (The hypothesis has been confirmed.)

11.2 Discussing the Second hypothesis:

Table 9. Displays the Arithmetic average, Standard deviation, Percentage, Sample , Direction, of the second axis as a whole of the questionnaire

General mean	SMA	SD	%	Sample Direction
The Second axis as a whole	3.28	1.39	65.6	Neutral

Source: Created by the researcher using the results of SPSS version 22

In regards to second hypothesis She was (The Youth and Sports Directorate lacks governmental support resulting in a shortage of Material resources for promoting information technology), achievement 65.6 % of the participants in the study expressed (Neutral). The average rating for this arithmetic mean was (3.28) with a standard deviation of (1.39).

According to tables (09) and (06), we note that there is a shortage and scarcity in providing material resources, in addition to financial resources, which are considered the basis for providing material resources. The same result was attained by Nasira Iman. There is a considerable shortage of resources, notably material resources, which constitute the basis for using information technology. (Iman, 2017) And Muhammad also reached it.Lack of financial capabilities within sports vehicles and stadiums, youth centers and hostels, training centers, indoor gymnasiums, cultural centers for youth, permanent camps, sports medicine centers, in all directorates and governorates of the Republic, and the restoration of current sports facilities and completion of equipment in them. All these inadequacies, constraints, and challenges make it difficult to adopt information technology within it. (Omar, 2016) The Youth and Sports Directorate needs additional governmental assistance to develop information technology for youth development and sports management. Partnering with other groups, industry

professionals, and educational institutions can increase awareness and demonstrate the benefits of technology. Leveraging digital platforms, virtual training, and online resources can also demonstrate the value of information technology, by taking a strategic and collaborative approach, it's possible to work towards addressing the shortage of resources for promoting information technology within the Youth and Sports Directorate, despite the lack of governmental support. (The hypothesis has been confirmed.)

11.3 Discussing the Third hypothesis:

Table 10. Displays the Arithmetic average, Standard deviation, Percentage, Sample , Direction, of the third axis as a whole of the questionnaire

General mean	SMA	SD	%	Sample Direction
The third axis as a whole	3.56	1.44	71.2	Agree

Source: Created by the researcher using the results of SPSS version 22

In regards to third hypothesis she was (The Youth and Sports Directorate. Lacks Technical resources in a shortage of resources for promoting information technology), achievement 71.2 % of the participants in the study expressed (Neutral). The average rating for this arithmetic mean was (3.56) with a standard deviation of (1.44).

Through Tables (10) and (07), we see that there is a lack of technical resources within the directorate due to the absence of government support, a lack of capital, and a lack of a future vision. I agreed with what Atta Allah Omar reached as there are a group of technical problems and shortcomings facing the current information system in Algerian institutions in order to transition it to a modern information system such as e-commerce, and then these problems and shortcomings must be accurately identified and then addressed in order to transition to the new system. (Atallah, 2017), it also agreed with Ahmed and mourad study where he concluded that there is a shortage and scarcity of technical and information resources (Muhammad Qatab, 2023), to address the lack of technical resources for promoting information technology within the Youth and Sports Directorate, several initiatives can be implemented These include a review of current resources, a proposal for government support, collaboration with IT partners, training and capacity-building programs, advocacy campaigns, and accessing government initiatives. These measures aim to identify areas where resources are

missing, develop proposals for government support, and strengthen IT skills and expertise. By implementing these measures, the Directorate can effectively promote information technology and alleviate the scarcity of resources. . (The hypothesis has been confirmed.)

12. CONCLUSION:

In today's digital age, information technology has become a vital aspect of almost every industry and sector. The Directorate of Youth and Sports is no exception. With the increasing reliance on technology, it is crucial for this organization to leverage the power of information technology to enhance their operations and services. While there are individuals within the Youth and Sports Directorate who possess skills in utilizing information technology, there is a need for further development, training, and providing material and technical resources, In conclusion the study on the application of information technology in the Directorate of Youth and Sports, a case study of the Directorate of Youth and Sports in the province of Souk Ahras, has revealed significant deficiencies in human resources training and development, as well as in material and technological resources. Addressing these shortcomings is crucial for the Directorate to enhance its efficiency and effectiveness in delivering services and programs to the community. By investing in the training and development of human resources, as well as acquiring the necessary material and technological resources, the Directorate can harness the power of information technology to improve its operations communication and service delivery this will ultimately contribute to the advancement of youth and sports initiatives in the region.

13. Recommendations and suggestions:

Here are some recommendations and suggestions**:**

- Providing training programs to improve IT skills and collaborate Develop with institutions, for professional development and certification.
- Conduct a needs assessment to prioritize acquiring technology resources.
- Implement a phased approach to update and upgrade the IT infrastructure and obtaining cost open source and Low cost software solutions.

- Review the inventory to effectively manage existing assets and allocate funds for equipment procurement that will enhance the operations of the directorate.
- Explore alternative financing options such as leasing or private partnerships.
- Launch awareness campaigns highlighting the benefits of IT in improving service delivery.
- Promote a culture of innovation where employees are encouraged to implement IT solutions.
- Establish an IT governance committee for overseeing implementation and integration of IT initiatives.
- Establish policies and standard operating procedures for IT operations and Embrace energy efficient technologies to reduce term costs of IT systems.
- Foster partnerships with technology firms for support and collaboration purposes in addition it is important to develop an IT plan that aligns with the goals of the directorate while also setting a vision for developments, in information technology.

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