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Identifying Administrative Deviations In Youth Centers In Alminufiya Governorate

**Research presented within the requirements for obtaining the degree
of doctor of Philosophy in Physical Education**

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1 – An introduction:

Facing most of the projects at present a major challenge in the face of the continuing decline in productivity as a result of concerted set of interrelated factors led to the prevalence of certain deviant behavior among workers, which in turn led to a decline in their efficiency, have been amplified this problem until it became a most enterprises suffer more and the other was that maximizes this sense of the problem in public facilities-governmental organizations in particular.

As the youth centers of the institutions created specifically for the care of young people so as to provide suitable conditions for the development of their talents through the exercise of various recreational activities.

The youth center is part of the social environment and through which can control the type and color of Education to be allocated to the stage of certain Sunni and its orientation to socialization that go and asks the State in the children of generations to embrace the principles and directions chosen by the state - a system of political life, social and economic development.

The youth centers by many workers and that among the specialists, administrative as stated in Article (57) managing the affairs of the Centre and the conduct of its affairs and the implementation of the plan contributions and provide opportunities for members to perform their activities of sports and social to the fullest, and lay the foundations and programs that help to promote

the technical level of the teams and the establishment of competitions.

And youth centers, like any institution it may be many aspects of administrative deviation in the behavior of workers, such as deviations financial, regulatory, and criminal behavior.

And every individual at the site of his gallery of error, but must every individual to track error, which is located in and is working to fix it so as not to reach the degree of deviation.

2 – The research problem and the need to it:

Are the problems and diseases, functional disorders in the shoulders of administrative body which administers the sport at all levels, from the Ministry of Youth, even the smallest youth center serious impediment to progress sports, and these diseases are functional is in the hypocrisy administrative and underdevelopment, the administrative and bureaucratic administrative and deviation administrative and administrative corruption.

The deviation managing of the most serious diseases, functional disorders in administrative bodies, especially in the levels of leadership is no doubt that this phenomenon if it is not addressed and discussed sources and treatment of treatment objectively appropriate, it will lead to reactions and complications of ends on the likelihood of abusing administrative organs in the country.

The deviation managing in the prevalence of opportunistic behavior or the tendency to exploit the way that adversely affected with the public interest to calculate the individual interest or

deviation administrative authority and used for other fields of illicit or deliberately distort the administrative decisions and obstructing the implementation or configuration cronyism (pressure groups) that create the forces of pressure inverter in the , and that the deviation might be in bribery, nepotism and the loss of objective measures that assess which of performance.

And has been featured many similar studies, which dealt with the manifestations of delinquency, as well as the causes and motives of administrative deviation, as well as ways to address the administrative deviation in the different administrative organizations.

And by virtue of the work of a researcher in physical activity in youth centers in Al, so the researcher is trying to shed light on what the most common distractions of administrative centers of youth? What are the types, causes and manifestations that may face some of the workers in youth centers Menofia?

The importance of this study is to identify the manifestations and causes of deviations and the results of the administrative staff may experience some Menofia youth centers, which provide treatment and suggest ways that would limit the impact of those deviations on the administrative staff in youth centers.

3 - Research objectives:

- research aims to identify deviations administrative Menofia youth centers and through:

- acquainted with the administrative aspects of distractions that you may experience some of the workers in youth centers Menofia research community.
- identify the causes of deviations administrative and may face some of the workers in youth centers Menofia research community.
- acquainted with the results of administrative deviation that may affect the achievement of organizational effectiveness for youth centers.

4 - Research questions:

- according to the question "aberrations determine the administrative centers of youth in AI" was the researcher's questions were as follows:
- What are the manifestations of administrative distractions that you may experience some of the workers in youth centers Menofia research community?
- What are the causes of deviations administrative workers may experience some of the youth centers Menofia research community?
- What are the results of administrative distractions that may affect the achievement of organizational effectiveness for youth centers?

5 - Research Methodology:

The researcher used the survey method Bouktoath statistical method and procedures that suit to achieve the objectives of the research.

6 - Research community:

Represents the research community, all members of the supervisory organ within the youth centers and of the Chairman and members of the Governing Council of the youth centers and the executive within the youth centers and managers of youth centers.

7 – Sample of search:

This research was conducted on all youth centers Menofia managed nine of them have included the sample on the following:

- Intentional random sample representing 10% of the managers of youth centers.
- Intentional random sample representing 10% of members of boards of directors in youth centers Menofia
- The total actual strength of the sample (375) individual members of boards of directors and managers of youth centers Menofia

8 - Data collection tools:

A) A personal interview:

Where the researcher conducted personal interviews with the Director of the Management Services Department of Youth and Sports Menofia, and the Under-Directorate for Youth and the

President of Legal Affairs, and members of the research sample - all on my own - using a verbal questionnaire.

B) Analysis of documents:

The researcher used the method of analysis of documents and through the analysis of statistical records of the number of departments of youth and youth centers, the number of those different departments and the number of Supervisory Authority (the Board) and the executive (directors and supervisors of youth centers and administrative activities). In addition to the analysis and documentation of legal affairs, as well as administrative regulations governing the executive branch in youth centers.

C) The questionnaire:

The researcher used in all the research data from a questionnaire prepared by the researcher, have been identified themes and the default number (3) axes - Aspects of administrative deviation, represented in (42) look about the four dimensions included:

- A** - Disciplinary infractions. **B** - Management irregularities.
- C** - Financial irregularities. **D** - Criminal offenses.

- The reasons for deviation management includes (42) factor of these factors revolve around three dimensions, including:

- A)** Organizational motives. **B)** Personal motivation.
- C)** Environmental motives.

- Results of the administrative deviation defined in (25) of the effects that could affect the organizational effectiveness of the youth centers and revolves around three dimensions, including its effects on:

A) The organization

B) Employees who are committed

C) Workers delinquents

9 - Field study:

After that, the researcher conducting validity and reliability of the questionnaire and conducting the survey and the researcher to the final number of the research sample, the researcher applied a questionnaire research on the sample in the period from 07/11/2010 to 09/16/2010 and after the application process, the researcher collects Results and discharged in preparation for the statistical treatments.

10 - Statistical treatment:

The researcher used the statistical treatment appropriate to the nature of research data through the statistical program SPSS was as follows:

Statistical treatments:

- Spearman correlation coefficient.
- Cronbach's alpha reliability coefficient.
- Arithmetic mean.
- The mediator.
- Standard deviation.
- Term.
- Percentage.
- Relative weight.
- Analysis of variance (Test F).
- Least significant difference test (L.S.D)

11 - Conclusions:

In light of the proceedings and results of research enable the researcher to reach the most important the following conclusions:

1- Deviations regulatory occupied the first rank in terms of the degree of proliferation, followed by behavioral abnormalities, and deviations of Finance and finally criminal aberrations.

- The prevalence of different manifestations of the administrative deviation within the youth centers in different departments of the Directorate of Youth and Sports Menofia under study.
- Spread deviations behavioral, organizational, financial and criminal moderately among workers in youth centers departments of the Directorate of Youth and Sports Menofia under study

2 - The results of special factors in the spread of the deviation of the administrative departments within the youth centers, the Directorate of Youth and Sports Menofia under study

- Occupied Aldaof regulatory list of the reasons for the spread of the manifestations of deviations between the administrative staff in youth centers Menofia, followed by environmental motives, and finally personal motivation.
- There are many factors and variables that cause the spread of administrative deviation, a lack of administrative and organizational weakness of methods including:
- Not fit with the authority granted responsibility.

- There are many factors and political changes that lead to the spread of administrative deviation.
- Non-objective control systems and the division of the performance of the workers in youth centers
- Many and varied factors and variables of economic and social causes for the spread of administrative deviation and most important:
- Low income workers in youth centers for the continuing rise in the standard of living.
- The low level of awareness of religious and moral among some workers in youth centers.
- Many and varied factors and variables, psychological and cultural causes for the spread of administrative deviation and most important:

psychological conflict between the requirements of life and working conditions for workers in youth centers

3- Results in particular the different consequences of the spread of administrative deviation within the youth centers:

- The study showed that more than the administrative implications of the spread of administrative deviation are negative effects on the organization marked by the negative impact on the decision of the administrative and independence, and the spread of chaos and improvisational in management decision-making.

- The study also showed that over the political implications of the spread of administrative deviation is the negative political effects of the organization.
- The study also showed that over the economic effects of the spread of administrative deviation are negative economic impacts on the organization and which was to increase the costs of correcting deviations of Management.
- The study also showed that over the social consequences of the spread of the deviation of the administrative departments within the youth centers, the Directorate of Youth and Sports Menofia under study is the negative social impacts on workers and committed delinquent youth centers.

12 - Recommendations:

In the light of research findings, the researcher make the following recommendations towards addressing the distractions of administrative experience working in youth centers Menofia.

First: in connection with the work environment within the Youth Centers

A) The regulatory side researcher sees the need for attention to the following: -

- Application of the principle of administrative decentralization and delegation of powers to lower levels.

- Develop terms of reference clearly defined in each department or branch with the terms of reference for all workers.
- The need for equal authority and responsibility to accomplish the work required.
- The reorganization of the management of youth centers, in line with the modern philosophy of the objectives and administrative policies in youth centers. Follow scientific principles in the organization and to develop an organizational structure is essential and stable.

B) Personnel policies The researcher sees the need for attention to the following:

- Rely on the policy on the basis of merit who have risen to the highest seniority basis.
- The need to support human relations in an environment of administrative work between the masses of workers within the youth centers care workers psychologically, socially, physically and culturally.
- Work on the speed of solving the problems of personnel management and the achievement of justice and equality in treatment and given the importance of their complaints and work to resolve them.
- Attention to the process for selecting administrative leadership.

C - work methods and procedures researcher finds need for attention to the following:

- Planning and organizing effective training programs based on clear identification of training needs for workers.
- Expansion in the establishment of training centers, the administrative departments of the Directorate of Youth and Sports in the governorate. Organization and follow-up and inspection units within the administrative organs at all levels.
- Support external management oversight bodies, and to provide the latest technical means.
- Need to review the performance appraisal systems in different administrative units of the device.
- Focus on the method see the error or the situation that led to the deviation, study and try to treat and guarantees not to repeat the future.
- To give community members a trader complaints with youth centers attention Alcavye and verification of their credibility.
- Reduction of giving broad powers to take individual decisions.

D) physical working conditions researcher finds need for attention to the following.

- The provision of financial resources necessary to do the work in terms of money and materials, machinery, tools, office furniture, as well as providing maintenance programs for these possibilities.
- Second: in connection with the work environment outside of youth centers.

A) In the field of the political environment researcher finds need for attention to the following.

- Create a democratic atmosphere to achieve justice and freedom and give scope to express different opinions within the youth centers.
- Re-drafting of legislation, laws and regulations that govern and organize work within the youth centers.

B) In the field of economic environment The researcher sees the need for attention to the following.

- Reduce the phenomenon of the continuing rise of prices of goods and services, and to review ongoing basis in the levels of wages and salaries for the continuation of the link between wages and living expenses.
- The need to balance between wages and salaries in order to achieve justice and equality in the distribution of income among individuals within the youth centers.

C) In the field of the social environment researcher finds the need to pay attention to the following: -

- Need to focus on raising the educational level of workers in youth centers
- The provisions of the final conviction in the administrative irregularities deviation media available within the youth centers
- Interest in developing a guide for ethical behavior includes a set of principles of ethical behavior of workers facing the youth centers, whether in internal or external relations.
- The need to activate the role of audio-visual media and the written definition of community Bmahep deviations administrative and gravity