Administrative information systems and their relationship to employee performance management in national centers for sports talent care in the central and southern regions

Researchers: Asst. Prof. Dr. Abdul-Hussein Majid Muhammad
abdulhussuin.mohammed@qu.edu.iq
Asst.Dr. Ali Saad Aziz
ali.saad1@qu.edu.iq

Abstract :

The study aimed to know administrative information systems and employee performance management and the relationship between them. The research problem lies in answering the following question (What is the relationship of administrative information systems to performance management for employees in sports talent care centers) The researchers used the descriptive approach using the survey method and correlational relationships. The research community was determined by employees in sports talent care centers, numbering (120) employees. The community was divided into a survey sample of (20) employees and a preparation and application sample of (100) employees. Scientific foundations were used in preparing the two scales (validity and reliability) by using expert validity and discriminatory ability and reliability using the half-split. The researchers used the statistical bag to extract the results. The researchers concluded that employee performance management is reflected in the performance of employees and the development of their capabilities and development by creating a kind of continuous dialogue between management and employees and motivating them to work in the form of More open to accepting solutions and ideas. The researchers recommended enhancing awareness within sports talent care centers at all levels of the importance of administrative information systems in the

success of their work in general and raising the success of implementing the employee performance management system in particular, thus the efficiency of employee performance.

1- Definition of the research

1-1 Introduction to the research and its importance

Administrative information systems are one of the most important mechanisms of the administrative process through which management works to achieve its goals in the best ways and at the lowest costs. The survival and growth of organizations is equal to the existence of administrative information systems that provide the necessary information needed to determine the work directions of organizations and their strategic goals and then implement activities, follow them up and seek to develop them. In the age of information and shared knowledge, performance management is a different system because it goes beyond bureaucracy and politics and focuses on the most important element, which is the individual. If employees know what is expected of them, they will be aware of what is expected of them. Controlling their success and understanding their role in the success of the organization can help increase their motivation. Performance. The importance of this study stems from the importance of administrative information systems in managing organizational operations and activities in the National Centers for Talent Care in the Central and Southern Regions. It is an attempt to identify the ability of these systems to successfully implement employee performance management in the National Centers for Talent Care. Especially since reaching an advanced state of automation of organizational activities is an essential goal sought by developed countries

1-2 Study Problem

Human resources are the source of organizational creativity, innovation and value creation, and possess intelligence and knowledge and are considered the real capital that organizations must invest and use effectively. Having the courage to take responsibility and being prepared to participate effectively in solving work problems, developing work and achieving results. The problem of this study is to answer the following question (What is the relationship between the administrative information system at the National Center for Talent Development in the Central and Southern Regions and employee performance)

1-3 Research objectives

1- Preparing two measures (administrative information systems and employee performance) in the national centers for talent care in the central and southern regions

2- Identifying (administrative information systems and employee performance) in the national centers for talent care in the central and southern regions

3- Identifying the relationship (administrative information systems with employee performance) in the national centers for talent care in the central and southern regions

1-4 Research areas

1-4-1 Human field: Employees in the national centers for talent care in the central and southern regions

1-4-2 Time field: 10/1 to 10/2/2024

1-4-3 Spatial field: National centers for talent care in the central and southern regions

2. Research method : The researchers used the descriptive method using the survey method and correlation relationships

2-2 Community and sample Research

The research community was identified as the workers of the National Centers for Talent Care in the Central and Southern Regions, numbering (120) workers. The research sample was chosen intentionally using the comprehensive enumeration method, and the research community was divided into a survey sample numbering (20) workers and a preparation and application sample numbering (100) workers.

2-3 Methods, tools and devices used in the research: In order for the researchers to complete their research in the best possible way, they must use the tools and means that help them complete their work. The appropriate tools are determined based on the research hypotheses, objectives and questions to be answered. Tools are the means through which researchers obtain information. (5:88)

These means and tools are:

1- Information collection means: (Arab and foreign sources and references. The Internet. Data collection and unpacking form. Observation, scales used by the researchers. Questionnaire to survey the opinions of experts.

3- Devices used: Computer (laptop) (Acer type) number (1). Manual electronic calculator type (Sony) number (1). Stationery and office supplies (papers and pens).

2-4 Field research procedures:

2-4-1 Preparing the initial formula for the paragraphs of the administrative information systems and employee performance scale

In order to prepare the initial formula for the two scales, the following was followed:

2-4-2-1 Collecting and preparing the paragraphs of the two scales:

In order to collect an appropriate number of paragraphs concerned with measuring administrative information systems and employee

performance, the researchers sought to review the sources and studies related to the relevant scales.

2-4-2-2 Determining the validity of the paragraphs for the administrative information systems and employee performance scale: The researchers raised The scale is assigned to a group of (15) experts, male and female, with the aim of reviewing the scale items and their suitability and validity, making observations, and making adjustments through a box such as this Administrative Information Systems Scale or deleting it. It becomes (12) items, and the employee performance scale becomes composed of (10) phrases, noting that it is significant when the significance value is <0.05.

2-5 Exploratory experiment: The researchers applied the exploratory experiment to a group of workers in the National Centers for Talent Care in the Central and Southern Regions, numbering (20) workers, on the date (15/1/2024)

2-6 Psychometric properties of the scale:

2-6-1 Validity of the scale:

2-6-1-1 Apparent validity

This type of validity means that the axes and paragraphs of both scales are presented to a group of experts to determine their suitability for measuring the phenomenon, as well as apparent validity, as the researcher uses this type of validity in the research Content validity, by defining the areas and sections of both scales to experts..

2-6-1-2 Construct validity:

This type of validity aims to experimentally verify the extent to which its degrees are consistent with the concepts or hypotheses that the researcher relied on when constructing the test or scale (6:56). Researchers achieve this type by conducting statistical analyses on the validity items. Discrimination by item and internal consistency coefficient.

2-7 Statistical analysis of scale items:

2-7-1 Discrimination ability:

The researchers arranged the raw scores in ascending order from "the lowest score to the highest score, from which (27%) of the highest scores were chosen and the same from the lowest scores with a number of (27) of the highest and lowest in order to identify the scale's ability to distinguish between the high-level group and the low-level group" (4:27). Accordingly, the statistical test (T) was conducted on equal, unrelated samples. After statistical processing of the data, it became clear that the two scales have the ability to distinguish between the upper and lower groups because the significance value is smaller than the significance of the degrees of freedom (0.05). (52)

2-7-2 Internal consistency coefficient:

First: The relationship between the paragraph score and the total score of the scale:

The aim of this procedure is to know whether the answers in their entirety for the paragraphs are reasonably consistent with the behavioral trends imposed by the scores. The researchers extracted it for the administrative information systems and employee performance scales. It was found that all the paragraphs of the two scales were statistically significant (significant) at a significance level of (0.05). Therefore, the paragraphs of the two scales were accepted.

2-7-3 Reliability:

Half-splitting:

It is a method for measuring the stability of the scale by dividing the scale phrases into two equal parts, one of which contains phrases with odd numbers and the other contains phrases with even numbers, and then finding the Pearson correlation coefficient between them. When applied to the administrative information systems scale, a correlation coefficient

of (0.854) appeared, representing half of the paragraphs. The researchers later reached the stability coefficient of the scale using the Sperman-Brown correlation coefficient, which showed a value of (0.925) is a high stability value. As for the workers' performance scale, the correlation coefficient reached (0.876), which represents half of the scale. After that, the stability of the scale as a whole was found using Spearman, which reached (0.919).

2-8 Main experiment: The researchers distributed the questionnaire forms to the application sample of (100) workers for the period from 1/25 to 2/10/2024.

2-9 Statistical methods:

The researchers used the SPSS statistical package to extract statistical coefficients and everything that achieves the research results.

3- Presentation, analysis and discussion of the results.

3-1 Presentation, analysis and discussion of the results of the administrative information systems scale:

Table (1) shows the values of the arithmetic means, the values of (T) and the level of significance for the management information systems scale.

Variables	Arithmetic Mean	Standard Deviation	Hypothetical Mean	Freedom Degree	T value		Sig	Statistical Sig.
					Calculated	Tabulated		
Overall scale	48.930	2.350	36	99	22.977	1.984	0.000	Moral

Table (1) shows the values of the arithmetic mean, standard deviation, hypothetical mean, calculated and tabulated t value for the administrative information systems variable. We note that the arithmetic mean value is higher than the hypothetical, i.e. the significance of the administrative information systems scale from the point of view of workers in sports

talent care centers. The researchers believe that administrative information systems play a major role, as information has become a competitive weapon and a strategic resource on which the success or failure of the work of sports talent care centers depends. Therefore, there must be an information base capable of dealing with the huge amount of information by building administrative information systems that help decision-makers and all workers in talent care centers to perform the required work in a way that ensures the achievement of the center's mission and goals. The global transformations that have occurred in various environmental factors have confirmed the value of information and the extent of new opportunities that it can provide to the organization. This information is provided with the characteristics that can make it useful, and this cannot be done without the existence of information systems with value, effectiveness and efficiency that qualify them to provide this information to the managements of business organizations of different sizes and activities. At the present time, most economies have turned into a service economy based on knowledge and information. This means that administrative information systems have an important role in this economy, and the fact that must be confirmed is that the productivity of workers depends primarily on the quality of the administrative information systems that we provide services to them (1: 203)

3-2 Presentation, analysis and discussion of the results of the employee performance measurement:

Table (2) shows the values of the arithmetic means, the values of (T) and the level of significance for the employee performance scale.

Variables	Arithmetic Mean	Standard Deviation	Hypothetical Mean	Freedom Degree	T value		Sig	Statistical Sig.
					Calculated	Tabulated		

Overall scale	40.790	3.433	30	99	27.440	1.984	0.000	Moral

Table (2) shows the arithmetic mean, standard deviation, assumed mean, and calculated and tabulated t values for employee performance variables. We note that the arithmetic mean has a higher value than assumed, i.e. the importance of measuring the performance of employees in the Sports Talent Care Center. Researchers believe that in order for any organization to succeed in achieving its goals of progress, success, and achieving results, it must have effective management to achieve its goals, and be able to coordinate the various elements to enable the organization to achieve its goals. Integration of expectations between the inputs of the administrative process, material and human, at the economic and educational levels in a way that achieves the goals of society. Employee performance is an administrative approach that links employee performance and activities to the goals and objectives of the Sports Talent Care Center and develops means of mutual dialogue between managers and employees. It strives to improve employee performance and contribute to achieving central goals. Hijazi pointed out the importance of performance management because it provides a complete guide that enables employees to understand the different levels of competencies and skills that people in different positions must possess, and it also helps individuals and managers in the organization to develop. Guide them through the use of manuals, training courses and other necessary means to improve performance management, in addition to the job description of each position holder.. ". (2: 2)

3-3 Presenting, analyzing and discussing the results of the correlation between the research variables:

Table (3) shows the correlations between the variables.

Statistics Variables	Correlation Coefficient	Significance Level	Statistical significance
Employee performance	0.78	0.00	Sig.

Table (3) shows that the value of the correlation coefficient between the research variables is statistically significant at a significance level of (0.00) and is less than a significance level of (0.05). From Table (3), we can conclude that there is a direct correlation between administrative information systems and employee performance. As for (Hijazi), he confirms that the performance management system aims to link individual performance to the goals contained in the context of the vision, mission, values and strategies, improve individual performance, help employees develop and harness their capabilities, and link performance to other systems such as the rewards system, training and career development. And strengthen the communication process between employees and their managers. (2:3) (Abbas) indicates that performance improvement and development applications are used primarily to document information related to performance improvement and development. This information includes the number of participants and their characteristics, the content of the development program, the costs of improvement and development, etc., and information about employee skills and the necessary improvement and development activities. Administrative information systems can also provide professional development programs that contain important information such as the strengths of the required skills, while professional development applications can help management improve performance efficiency. Helping employees identify their own tendencies and providing advice and guidance to employees. (3:332)

4. Conclusions and Recommendations

4-1 Conclusions

1- Management information systems, when used appropriately, play an important role in achieving the mission and objectives of the Sports Talent Care Center.

2- Management information systems and their applications provide accurate information about performance standards for each job and performance levels of individuals or work teams

3- Employee performance management is reflected in the performance of individual employees and develops their capabilities and development by creating an ongoing dialogue between management and employees and motivating them to be more open to solutions and ideas.

4- The management information system of the Sports Talent Care Center accurately identifies strengths and weaknesses in employee performance, provides employees with objective performance information, and helps improve performance levels.

4-2 Recommendations

1- Raising awareness within sports talent care centers and at all levels of the importance of management information systems in the success of their work in general and the success of implementing the employee performance management system in particular, thus raising the efficiency of employee performance

2- Holding training courses and seminars to increase the skills of beneficiaries of management information systems and develop their capabilities in the process of designing and developing management information systems.

3- Informing employees of their responsibilities, duties, and expected level of performance, enabling them to continuously improve their job performance, as well as informing them of the results of their annual evaluations. 4- Identifying aspects of developing employees' performance

and setting a plan for this development, in addition to identifying aspects of positive support that must be provided to raise their performance level within a specific time frame

References

1- Joda Mahfouz and Al-Zaghbi, Hassan and Mansour, Yasser, 2004, Business Organizations, First Edition, Wael Publishing House, Amman, Jordan

2- Hijazi, Ahmed Youssef, 2005, "A New System for Saudi Telecom

3- Suhaila Muhammad Abbas, 2006, Human Resources Management, Strategic Approach, Wael Publishing House, Amman, Jordan

4- Muhammad Khalil Abbas and others: Introduction to Research Methods in Education and Psychology, 3rd ed., Amman, Dar Al-Masirah for Publishing, Distribution and Printing, 2011, p. 237

5- Sami Muhammad Malham: Measurement and Evaluation in Education and Psychology, Amman, Jordan, Dar Al-Maisara for Publishing, Distribution and Printing, 2002

6- Muhammad Nasr Al-Din Radwan: Introduction to Measurement in Physical and Sports Education, Cairo, Egypt Book Center for Publishing 2005

Appendix of the Final Version of the Management Information Systems Scale

	Variables	Strongly agree	Agree	Somewhat agree	Disagree	Strongly disagree
1	Programmers specialized in information management					
2	Sound steps are taken to select					

	employees in the field of management information systems.					
3	It prepares training programs for workers in the field of administrative information systems.					
4	The costs of selecting and training MIS personnel are high.					
5	There is an increasing need for workers with experience and skills in the field of management information systems and interest in their development.					
6	Realizes the importance of MIS workers as a contributing factor to the success and development of the organization.					
7	It is keen to provide modern and advanced computers for its use.					
8	Information is one of the important					

	resources of the National Talent Care Centers.					
9	Available in an organized database					
10	It seeks to include in the database information about the internal and external environment of the organization.					
11	It is available in a computer network between its departments and units.					
12	It relies on information obtained from the Internet to expand its activities.					

Employee Performance Management Scale Appendix

	Variables	**Strongly agree**	**Agree**	**Somewhat agree**	**Disagree**	**Strongly disagree**
1	Management information systems contribute to the process of planning employee performance.					
2	Management information systems facilitate the process of setting					

	performance expectations for employees.					
3	Management information systems enable alignment between employee performance expectations and job descriptions.					
4	Management information systems are used to translate strategy into behavioral and performance points.					
5	Management information systems facilitate the process of comparing the quality of performance improvement programs with their cost.					
6	Management information systems enable the identification of skills and capabilities required in the future.					
7	Management information systems identify the					

	organizational benefits that will be achieved by improving and developing performance in the future.					
8	Management information systems help identify individuals who need improvement and development in their performance.					
9	Management information systems contribute to suggesting appropriate modifications to performance improvement and development programs.					
10	Management information systems can be used to accurately identify strengths and weaknesses in employee performance.					