



Knowledge Management and Its Relationship To Work Quality In The Iraqi Central Gymnastics Federation

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Abstract. The research sought to identify knowledge management and work quality and the relationship between them in the National Sports Federation in the game of gymnastics. Utilizing correlational correlations and the survey method, the researchers employed a descriptive strategy. The research community was determined from the workers in the National Sports Federation, numbering (120) workers. The community was divided into (20) workers for the exploratory experiment and (100) workers for the preparation and application experiment. The scientific foundations of the two scales (reliability and validity) were used through the ability to distinguish, internal consistency and half-split. The researchers concluded that the prevailing work quality in the Federation has a set of constituent elements that the Federation must realize and work to balance between them to reach a better work environment that accompanies the activity of the workers. The researchers recommended that the Federation and the sample study must know the steps and mechanisms related to knowledge management and search for methods through which they can discover the relationship and impact with the performance of the working individuals and guide decision-makers in the Federation to the path that can be taken to reach that activity that links knowledge management and work quality.

Keywords: Knowledge Management, Work Quality, Iraqi Central Gymnastics Federation

Abstrak. Penelitian ini bertujuan untuk mengidentifikasi manajemen pengetahuan dan kualitas kerja serta hubungannya di Federasi Olahraga Nasional dalam permainan senam. Dengan menggunakan korelasi korelasional dan metode survei, para peneliti menggunakan strategi deskriptif. Komunitas peneliti ditentukan dari para pekerja di Federasi Olahraga Nasional yang berjumlah (120) pekerja. Komunitas dibagi menjadi (20) pekerja untuk percobaan eksplorasi dan (100) pekerja untuk percobaan persiapan dan penerapan. Landasan ilmiah kedua skala (reliabilitas dan validitas) digunakan melalui kemampuan membedakan, konsistensi internal, dan setengah-split. Para peneliti menyimpulkan bahwa kualitas kerja yang berlaku di Federasi memiliki serangkaian elemen penyusun yang harus disadari dan diupayakan oleh Federasi untuk menyeimbangkan elemen-elemen tersebut untuk mencapai lingkungan kerja yang lebih baik yang menyertai aktivitas para pekerja. Para peneliti merekomendasikan agar Federasi dan studi sampel harus mengetahui langkah-langkah dan mekanisme yang terkait dengan manajemen pengetahuan dan mencari metode yang dapat digunakan untuk menemukan hubungan dan dampak terhadap kinerja individu yang bekerja dan memandu pengambil keputusan di Federasi untuk mencapai tujuan tersebut. Jalur yang dapat diambil untuk mencapai aktivitas yang menghubungkan manajemen pengetahuan dan kualitas kerja.

Kata kunci: Manajemen Pengetahuan, Kualitas Kerja, Federasi Senam Pusat Irak

1. DEFINITION OF THE RESEARCH

a. Introduction to the research and its importance

The interest of sports institutions in human resources is one of the most important pillars of the success of their work, both in a world witnessing high competition and considering the human being as human capital that must be invested in the long term. The administration starts its interest in human development by creating a balance between the goals of the individual and the goals of the Iraqi Central Gymnastics Federation. The Federation's awareness of the importance of human resources makes it strive to work on the quality of work in which this

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resource works, since the quality of work is the basis that gives the individual the motivation to work. Sports institutions have begun to care about the dimensions of work quality through the knowledge they have acquired and the reflection of this knowledge on the quality of life in which the human resource works. When it comes to coming up with ideas and reaching high standards of technical originality and quality, knowledge is the foundation of talent. Instead, it's essential to carry out administrative tasks quickly and skillfully. This concept of knowledge holds that knowledge that organizations have in their internal systems, along with the skills and mental capacities of their staff, together form a resource for the organization if they are applied and managed in a way that is rational and scientific. This naturally has an impact on the organization's performance, giving it a competitive advantage. The significance of the research comes from the importance of knowledge as it appears in many fields, as it appeared from the presentation of the previous concepts that confirmed that knowledge is a resource of the Central Gymnastics Federation, like any other resource, and at the same time it constitutes a basic component of the final output of any federation.

b. Research problem

The problem of research lies in answering the question (What is the relationship between knowledge management and work quality in the Iraqi Central Gymnastics Federation)

c. Research objectives

1. Preparing two measures (knowledge management and work quality) in the Iraqi Central Gymnastics Federation
2. Identifying knowledge management and work quality in the Iraqi Central Gymnastics Federation
3. Identifying the relationship between knowledge management and work quality in the Iraqi Central Gymnastics Federation

d. Research areas

1. **Human field:** Workers in the Iraqi Central Gymnastics Federation
2. **Time field:** 10/6 to 5/7/2024
3. **Spatial field:** Headquarters of the Iraqi Central Gymnastics Federation
2. **Research methodology and field procedures**
4. **Research methodology:** The scientists employed descriptive methodology employing correlations and the survey technique

e. Research community and its samples:

The community of research composed of (120) workers in the Iraqi Central Gymnastics Federation. The community was divided into a survey sample of (20) workers and a preparation and application sample of (100) workers

f. Tools, devices, and means of collecting information and data used in the research:

Arab and foreign references . The Internet. A questionnaire form for measuring the paragraphs (creative leadership). An assessment form to examine the paragraphs (administrative talent management). Data entry form Laptop type (HP). Manual calculator type (KASIIQ).

g. Field research procedures:

• **Procedures for preparing the knowledge management and work quality scales:**

" It is a collection of fundamental procedures that can be used to build a test or scale and figure out how to connect the scale's units in order to gauge the general qualities of a skill, trait, ability, or feature. " (), this scale is one of the important methods used in studies that rely on the psychometric properties of measurements because it is used to obtain information and data that help researchers solve existing problems and evaluate them, and requires researchers to adapt, choose or build them. Exact steps of the method

• **Preparing paragraphs of the knowledge management and work quality scale:**

After the researchers reviewed a group of similar studies, (10) paragraphs were prepared for knowledge management and (12) paragraphs for the work quality scale, which were presented to the experts, numbering (11) Appendix (1) and specialists, the researchers collected the data, unpacked it and processed it statistically through (Percentage) test and (Ka2) law to identify valid statements from others for the scale. The results showed the validity of all statements.

• **Correcting the paragraphs of the knowledge management and work quality scale:**

The revised scale refers to obtaining the total score for the individual, This is determined by summing the respondent's ratings on the assessment scale. Furthermore, because the five-point Likert model is employed, the validity of the five-point assessment scale was confirmed. and the weights are calculated in advance from (5), according to the alternative. When a pre-determined weight is assigned to each paragraph, the weights of all data are combined, and the result is a score. It expresses the degree to which the characteristic is measured and the degree to which it is achieved. 2-4-4 Exploratory experiment: " It's an experiment that's carried out on a subset of researchers but isn't part of the larger study. "(). On

October 6, 2024, the investigators carried out an exploratory experiment on a sample of twenty workers in collaboration with the assistant work team.

- **Scientific foundations for the knowledge management and work quality scale (preparation experiment):**

A sample of (100) employees participated in the preparation experiment in order to confirm:

- **Validity of the scales:**

Validity means "the ability of the tool to measure what it was designed for or the characteristic to be measured, meaning that the scale measures the function it claims to measure and does not measure something else instead. The researchers used the following: **First: The method of the two-party groups (discrimination ability):**

As one of the suitable techniques for identifying the paragraphs and exposing the discriminatory power of the study scales' paragraphs (knowledge management and job quality), the researchers employed the two-party group approach. Following their statistical examination of the (100) worker sample, the researchers employed the following:

1. Prior to determining the top and bottom 27% of the overall scores for each sub-domain, arrange the total scores in decreasing order, so that the upper group represents 27% of the highest scores for the paragraphs and the lower group represents 27% of the lowest scores for the paragraphs obtained from the workers.
2. In each of the Study scales' fields, the two groups' scores' arithmetic means and standard deviations were determined, then use the (spss) and the tabular (t) value of (0.05) for the study scales to compare the results in order to determine the statistical significance of the differences between the upper and lower groups. This is done by applying the t-test for independent samples. The findings demonstrated that every scale paragraph is significant (distinctive) and that the significance level value is less than 0.05.

Second: Internal consistency of the study scale paragraphs:

Internal consistency is the most common type used in the sports field scales. It is achieved when the ability or characteristic to be measured includes several tests and the sum of the scores of these subtests gives an image of the test score as a whole. The higher the correlation coefficient for the subtest scores with the total score, the more it indicates the availability of internal consistency for the test as a whole.

- the capacity to draw attention to the scale paragraphs' association.
- For researchers, the scale is uniform within its paragraphs since every statement assesses the same behavioral component that gauges the scale's overall content.
- The internal consistency procedure is an extraction of the stability of the statements.
- The internal consistency procedure is one of the aspects of construct validity.

Using the statistical package (spss), the researchers computed the internal consistency coefficient for the study scale paragraphs on the construction sample, which consisted of (100) factors. Additionally, they employed the Pearson correlation coefficient to determine the relationship between the sample members' scores on individual statements and the study scales overall.

❖ Internal consistency coefficient because each statement was separate; this refers to the correlation between the paragraph's score and the field's overall score as well as the correlation between the paragraph and the scale's overall score.

- **Stability (study scales):**

The researchers did the following to confirm the scales' stability:

1. The half-split method:

Because it is quick and compliant with test requirements, the researchers used the half-split method to collect data on 100 factors from the study scales (10 statements for the knowledge management scale and 12 statements for the work quality scale), which were split into two sections. These values represent the correlations between the two halves of the test for the sub-domains. The correlation coefficient was extracted among the total scores of the two sections using the Pearson method and the (spss). The correlation coefficient was calculated for the study scales fields (knowledge management and work quality), and these values include the scores of the paragraphs that carry odd numbers and the scores of the paragraphs that carry even numbers , Consequently, in order to determine the overall stability of the test, these coefficients must be rectified using the Spearman-Brown equation to adjust the stability coefficient , the stability coefficient for the professional compatibility scale became (0.878) and the administrative excellence scale (0.881), which are values that indicate the stability of the scales.

2. (Alpha Cronbach) coefficient:

With the knowledge management scale reaching a high stability coefficient of (0.756), which can be depended upon to estimate the stability of the scale, For the research scales, the stability coefficient was extracted. The stability coefficient of the work quality

Table 1.

| | Variable | Arithmetic Mean | Standard Deviation | Hypothetical Medium | T value | Freedom Degree | P-value | Significance Level |
|---|----------------------|-----------------|--------------------|---------------------|---------|----------------|---------|--------------------|
| 1 | Knowledge Management | 42.300 | 9.280 | 30 | 3.49 | 99 | 0.000 | Moral |
| 2 | Work Quality | 50.100 | 9.788 | 36 | 6.303 | 99 | 0.000 | Moral |

scale was also (0.761), It can be used to estimate the stability of the scale because it has a high stability coefficient.

- **Study scales in their final form:**

After completing the procedures for preparing the study scales (knowledge management, work quality), these scales became ready for application. The knowledge management scale consisted of four (10) paragraphs, and the work quality scale consisted of (20) paragraphs with five alternatives: I strongly agree, valued at (5), I agree, valued at (4), neutral, valued at (3), I disagree, valued at (2), and I strongly disagree, valued at (1). Thus, the study scales in their final form became ready for use on the application sample.

- **Main experiment:**

The researchers, with the help of the assistant work team, distributed the two scales to the research sample of (100) workers for the period from 6/25/2024 to 7/5/2024

- **Statistical methods:** It was necessary to use (SPSS) version (V26)

2.PRESENTATION AND DISCUSSION OF THE RESULTS

Table (1) shows the arithmetic means and standard deviations of the study variables.

a. Displaying the results of the two scales

By reviewing Table (1), it becomes clear to us that the arithmetic mean of the knowledge management scale (42.300) is higher than the hypothetical mean of (30), which indicates the significance of the scale from the sample's point of view. As for the work quality scale, the arithmetic mean (100.50) is more than the hypothetical mean, demonstrating the scale's importance from the sample's point of view.

b. Discussion of the results

Knowledge management is the vital and dynamic resource that interacts in the human mind and is available in a hidden, implicit or explicit manner. It can represent intellectual capital for the organization and the raw material for innovation, creativity, excellence and competition, and the decisive factor in how to perform work effectively and efficiently. Accordingly, the researchers believe that knowledge management is nothing but the process of

managing the scientific and informational expertise of the Iraqi Central Gymnastics Federation and preserving and benefiting from it in obtaining competitive advantages and achieving employees by raising the level of performance efficiency and increasing the level of innovation and creativity, in addition to raising the efficiency of the decision-making process.

The prevailing quality of work in institutions is one of the most important sources of satisfaction for working individuals and an indicator of the special climate that distinguishes the institution from other institutions. Therefore, the dimensions of quality, with their psychological, social and natural dimensions, constitute a social, ethical and moral responsibility in bearing responsibility that can yield tangible results for the organization in terms of growth, prosperity and adaptation to environmental requirements. The success of the institution in providing the appropriate quality of work life can help it unleash the energies of its working individuals to achieve the goal of increasing productivity in quantity and quality.

c. Displaying the results of the relationship between variables

Table 2 shows the correlations between the variables.

| Statistics Variables | Correlation Coefficient | Significance Level | Statistical significance |
|-------------------------------------|-------------------------|--------------------|--------------------------|
| knowledge management X work quality | 0.700 | 0.000 | Sig. |

By reviewing Table (2), we notice the existence of a correlation between knowledge management and work quality in the research sample.

Because the type of work and the quality of the work extracted are directly and fundamentally impacted by the work environment in institutions and organizations, this environment is of huge interest. The main factor influencing how employees perform and get more motivated to work every day is their work environment. The primary tool for enhancing staff performance and capacities, as well as for growing and boosting efficiency, is the work environment ().

3. CONCLUSIONS AND RECOMMENDATIONS

a. Conclusions

1. The prevailing quality of work in the union has a set of constituent elements that the union must realize and work to balance between them to reach a better work environment that accompanies the activity of employees
2. The union obtained knowledge from multiple sources (such as information systems, archives, specialized experts)

3. The union sponsors the common interests of the individuals working in it.
4. The union supports human relations, friendships and good fellowships among the employees.

b. Recommendations

1. Increase interest in knowledge management processes, especially if they are framed in terms of the relationship and impact on all administrative variables within the union, especially for workers, with appropriate importance given the consequences that result in the union's survival.
2. Develop training programs for knowledge management and work to involve the largest possible number of workers in them
3. Conduct similar studies on the study variables and link them to other variables that have an effective role in developing the union's work

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