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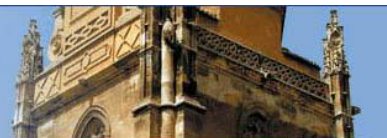
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ABSTRACT

This study aims to identify the role of electronic management in achieving organizational change within sports authorities. The field study was conducted at the Department of Youth and Sports of the Wilaya of Tébessa. The sample consisted of 35 employees. The descriptive approach was followed. the questionnaire was used as a data collection tool and was analyzed using the "spss" statistical software package program. A number of results have been achieved, the most important of which is that electronic management is a modern field, especially its applied side, as it works to provide broad capacities to organizations in general and sports organizations in particular in terms of excellence, superiority, leadership, innovation, and creativity, which reflects the effective role of e-management in achieving successful and effective organizational change.

Keywords: management, sports, electronic, role

INTRODUCTION

Advanced communication technologies are considered the most important civilizational features of the modern era. These information technologies have created many opportunities and privileges, which have recently been monopolized by a very small number of individuals with prestige and power, as well as by military organizations and secret organizations that owned and developed them for security and intelligence reasons. Therefore, these media are exploited today in several fields such as the media, education and in the fields of economics, politics and organizational management. Through the Internet and smart phones, there are areas of interaction and communication between many users.

The visualization and the exchange of news and information within the virtual space constitute record proportions compared to traditional means of communication which could not keep up with modern information and communication technologies communication. The speed and interactivity are all advantages and characteristics that have made modernity information and communication technologies an essential means that cannot be dispensed with in media activities and associative, whatever their nature and objectives, especially in major development sectors such as that of sport.

With the advent of the current century, science has experienced a great and formidable development in all fields, especially in the field of information and communication technologies, through the restructuring of all systems and sectors to quickly switch from traditional activities to electronic activities, which was mainly in the development and change that all organizations through the transition from traditional management to electronic management.

Electronic management concerns the transition from traditional work to electronic work in a network, in the absence of obstacles and administrative and organizational barriers that stand in front of administrative work, and these changes in the work environment have been imposed by the use of technology itself.

The use of electronic management in sports organizations has become an unavoidable necessity that must be pursued to speed up the process of carrying out electronic transactions and to develop that system on which the sports organization operates and replace it with the latest technologies in order to achieve the objectives that the sports organization seeks to achieve.

Organizational change is no less important than electronic management, since it has become a characteristic of the modern era, due to the continuous and successive changes and developments that have been observed and observed at that time in various electronic fields, starting from the industrial revolution up to the information revolution, which has had a clear impact on the entire administrative sciences of sports, where organizational change has become a continuous and renewed process and an inevitable necessity inherent in all organizations in general and sports organizations in particular, because no organization of any kind can survive and succeed in the light of stability and stagnation, but rather it must adapt and adapt to the changes and developments that

surround it despite the need for organizational change and its great importance, it may face obstacles, and one of the most important obstacles that can stand in his way is his resistance on the part of the workers, based on the idea that man, by nature, tends to resist changing the status quo due to the confusion and anxiety that his uncertainty about the consequences can cause personal needs and tendencies, and this is where the role of organizations comes in to try to respond and adapt to this situation and to work to find ways and strategies to reduce these obstacles and constraints, working to create and provide an organizational environment that will spread the culture of participation and eliminate the fears of individuals and groups about the change to be made, and this can only be based on the effective application of electronic management processes, which have become one of the most important administrative methods and modern strategic approaches that are used to ensure the creation and success of various activities and processes, including the process of organizational change within the organization, regardless of its type and the nature of the activity practiced, through the foregoing, the following question can be posed:

Does electronic management contribute to changing the organization of the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa?

Sub-questions

- Do software of any kind contribute to changing the organization of the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa?
- Does communication contribute to the organizational change of the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa?
- Do the devices and equipment contribute to the change of organization within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa?
- Do the information systems contribute to the organizational change of the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa?

Research Hypotheses

To answer the problematic of the study and as a first answer to the sub-questions, the following hypotheses will be formulated :

1. General Hypothesis

* Electronic management contributes to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa

2. Partial hypotheses

- Software of all kinds contributes to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa
- Communication contributes to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa
- The devices and equipment contribute to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa
- Information systems contribute to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa

III. RESEARCH OBJECTIVES

The purpose of this study is to achieve a set of objectives, the most important of which can be specified as follows :

- Identify how electronic management contributes to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa
- Identify how software of all kinds contributes to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa
- Identify how communication contributes to the achievement of organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa
- Identify how the devices and equipment contribute to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa.
- Identify how information systems contribute to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa.

IV. The importance of the study

The importance of our study boils down to understanding the profound transformations imposed by electronic management on management and management methods, especially in sports bodies, and to understand the level

of response of these organizations to this technology and the magnitude of their contribution to the realization of organizational change. with employees of sports bodies through several indicators ; and clarify the role played by electronic management in achieving the organizational change of the organization of the Directorate of Youth and Sports of the State of Tébéssa and draw the attention of the heads of sports organizations to the need to apply electronic management because of what it offers to improve the level of performance and reduce the costs and deadlines necessary for carrying out the work.

V. Definition of search terms

Concept of management

The administrative thinkers differed in the definition of the management concept, and we will summarize the following as the most important definitions that they provided :

Frederick Taylor's definition

Where he defined management as "the correct knowledge of what you want men to do, and then make sure that they do their job in the best and cheapest way" (Al-Sirafi, 2008, p. 18)

Definition of Henri Fayol

Henri Fayol mentioned in his work "Public and Industrial Administration" that "the meaning of management is to want, foresee, plan, organize, give orders, coordinate and control. "Thus, management is a set of sequential administrative actions. operations and functions that represent the essence of its existence (Bin Marzouk, 2018, pages 20-21)

Daft defines management as

"Achieving the objectives of the organization in a way characterized by efficiency and effectiveness by planning, organizing, directing and controlling organizational resources" (Harem, 2006, page 20).

Through the previous definitions, we can say that management is "the effective coordination of the human, material, financial and informational resources available, through integrated planning, organization, leadership and control processes, in order to achieve specific objectives effectively and efficiently at the lowest possible costs.

Definition of electronic management

The concept of electronic management is considered one of the modern concepts of management science that has emerged as a result of numerous developments observed in the contemporary world since the transition to the stage of electronic work away from paper transactions. through several definitions, including :

Electronic management is defined above all as "the management of information resources that depend on the Internet and corporate networks insofar as computer intellectual capital has become the most effective factor to achieve its objectives and the most efficient use of its resources, contrary to the fact that traditional management is the management of things or the management of material resources that hide behind them everything related to information insofar as it was only possible to talk about socio-intellectual information capital within the narrowest limits "(Al -Nosira)

Operational definition

Through the previous definitions, electronic administration can be defined as: "the elimination of paper transactions and the replacement of electronic headquarters by the use of information and communication technologies by organizations, with the aim of developing their performance and exercising their functions electronically in order to achieve their objectives". with the greatest efficiency and effectiveness."

organizational change

- Change is defined as: "the constant thing that cannot change based on the belief in the continuous dynamics and complexity of the environment" (Jallab Dahish, 2011, p. 666)
- It is also known as: "A process of self-renewal by which the organization seeks to resurrect modernity and prevent regression, remove rust and remove ice on systems and regulations.
- It is also defined as: "Moving from the current situation in which we live to a future situation that is more efficient and effective, and therefore change is that process in which we learn and discover things in a stable way" (Salem Arafa, 2011, p. 17)

Definition of organizational change

Researchers in this field have dealt with multiple definitions of organizational change, the most important of which are the following :

- Organizational change has been defined as: "a plan aimed at improving part or all of the organization and takes into account the study of the surrounding environment to determine appropriate remedies and interventions" (Maher, 2010, pp. 14-20)
- It is also defined as: "the transformation that occurs in the organization's activities, operations, objectives and employees in response to pressing forces that are often external, and organizational change is considered one of the difficult phenomena in commercial organizations" (Mohsen Al-Ghalibi, 2016, p. 41)

Operational definition

Organizational change is an intentional, planned, organized and studied process by which the organization seeks to move from its current state to a desired future state better than the previous one and by which what has been emphasized is achieved. individuals about the need for change and its importance for the organization, then it ends with the stage of implementing the change and its embodiment on the ground.

Sports authority

A group of individuals unite to accomplish a mission, that is, the purpose of the organization, and determine the appropriate organizational structure that defines the organization and the function of each individual within it, in addition to the individual's relationship with the other individuals in the group. the country forms organizations or sports federations, in order to support a specific sport, as well as to support sport in general (Abd al-Maqsud and al-Shafi'i, 2004, page 92) ; knew all about stoner.

Silverman defined the organization as an organization or an organizational formation with specific functions (Rifai, 1999, p. 255) ; to what extent did Khalil Muhammad Hassan Al-Shamaa know that it is a collective formation or organization that is formed through the social interaction of individuals and groups, and the operations, activities and functions that result from it (Muhammad Hassan Al-Shamaa and Khader Mahmoud, 2014, p. 35).

Operational definition

It is a grouping composed of several natural or legal persons whose purpose is to provide sports services and related services, and this organization cannot carry out any other activity outside the framework of the sports service.

VI. Previous research-related studies

This study was based on the results of previous studies that have dealt with the subject, in particular :

Abbane Abdelkader, "The challenges of electronic management in Algeria": a sociological study in the Municipality of Eucalyptus, Algiers, a thesis for obtaining a doctorate L.M. D, Sociology, specialty management and work, 2016. The study aimed to measure the degree of application of electronic management in Algeria as a country that seeks to be in the path of developed countries on the administrative and scientific level, and also aims to research the advantages and importance of the application of electronic management in Algeria and the extent to which citizens are aware of its existence .

It also explains the role played by electronic administration in the development of the Algerian municipality and the elimination of traditional methods practiced there and the transition of methods used in Algerian administrations to the application of electronic management, as well as the measurement of citizens' satisfaction with the electronic services provided by the Algerian administration .

A great possibility for the application of electronic management in Algeria, and this is due to the lack of material, human and financial capacities that stands in front of the application of electronic management in Algeria to a large extent, and electronic management greatly contributes to the modernization of traditional management in Algeria, and it turns out that electronic management greatly contributes to the development of traditional administrative functions by the introduction of modern technology into traditional functions, and also shows that electronic management is not the main factor in the development of administrative functions in Algerian municipalities, but there are other factors that contribute to the development of administrative function, including the performance of workers, the planning of managers and the availability of technology that would contribute to the development of the traditional functions of the municipality, It turned out that there are many challenges facing e-Management in Algeria that contribute to the modernization of traditional management, including human challenges related to the lack of qualified labor electronically, organizational challenges related to administrative procedures and strategies, social and psychological challenges, and what made the Algerian administration is still terrible traditional procedures, which in turn did not make it follow the requirements of e-government, as is practiced in developed and Arab countries.

Ashour Abdel-Karim, a study entitled: "The role of electronic administration in the rationalization of the public service in the United States of America and Algeria", a thesis defended for obtaining a master's degree in political science and international relations, focusing on democracy and prudence 2010 .

The study aimed to remove the ambiguity and identify the concept of electronic management and its impact. It aimed to rationalize the public service and aimed to achieve the extent of the effectiveness of electronic administration as a mechanism for rationalizing the public service, according to the applications of the American model, since it represents an advanced international initiative in technology, and an attempt to identify the strategy of electronic public services and the way in which its mechanisms affect access to a rational public service, through the experience of Algeria as a developing country, and the study reached the following main conclusion: that electronic administration represents an important mechanism in the construction and upgrade of an integrated architecture of electronic public services, in order to achieve integrity, accountability, responsibility, monitoring, the speed of response in the services provided to the public of citizens, and to increase the level of clarity of the public service and bring it closer to the citizen, but the trade unionists and the difference remains from one model to another, depending on the environment and the specificity of the experience and the model applied.

Study: Shaqat Masouda, "Organizational change and its relationship with human resource performance, a field study for the Algerian National drilling company (Algerian National drilling company) - Hassi Massoud -", a note submitted to complete the requirements for an academic master - second cycle in management sciences, specialty business administration, Kasdi Merbah University - Ouargla, Algeria, 2017.

This study aimed to identify the magnitude of the impact of organizational change on the performance of the employees of the studied organization, to shed light on the most important problems and obstacles that can hinder the change processes in the studied organization, to study the extent to which the employees of the organization under study are affected and engaged in the organizational change processes, to identify the areas of the change process and to establish priorities for the implementation of these areas, and to find solutions and recommendations that make the change process an acceptable process for employees and management alike.

The results of the study concluded that :

- Organizational change is the development of internal organizations in order to adapt to changes in the external environment by creating the conditions conducive to its success ;
- The structural change is most dependent on the organization studied ;
- There is a statistically significant correlation between the change process and the performance of human resources in the organization studied ;
- There are no statistically significant differences regarding the organizational change process due to demographic variables (gender, age, experience, education level, job title).
- Study: Kinan Youssef, Rayan Abdel Malek, "Organizational change and its role in improving human resources performance, a case study at the Numilog Foundation in Bouira -", a note in the conditions for obtaining a Master's degree in business administration, Akli Mohand Oulhaj University - Bouira Algeria, 2018.

This study aimed to try to give a clear picture of the phenomenon of organizational change and the role it plays, both for the organization by allowing it to adapt to environmental changes, and to ensure its survival and continuity in the exercise of its activities and the achievement of the desired objectives. As for the human resource, the role of organizational change becomes clear there by raising and improving its performance and developing its skills and capabilities, relying on training and training programs. This is proved by the internship that was carried out at the Nimilog Corporation, which is one of the leading organizations in the field of supply and transport, or so-called logistics activities.

This study resulted in the following results :

- Organizational change is an inescapable necessity for organizations in order to ensure their survival and continuity, due to the changes and fluctuations that occur in the surrounding environment, characterized by dynamism and instability ;
- The success of organizational change is linked to the extent of the participation and contribution of workers in its implementation, since their lack of participation leads to the failure of change programs ;
- There is a positive relationship between organizational change and performance.
- Similarities and differences between the current study and previous studies :
- We mention the most important of them through the following points :
- Similarities between the current study and previous studies
- The questionnaire is considered the main data collection tool ;
- Each of the previous studies and the present study were carried out on a group composed of directors, employees and executives ;
- The descriptive analytical approach has been chosen.
- The current study is consistent with previous studies by relying on the field application in the study ;

Differences between the current study and previous studies

- The current study differs from the previous study in terms of the application of the field study, some of which have been applied to economic and administrative organizations, and in the current study they have been applied to sports organizations ;

- Differences in location, time, working conditions and environment.

VII. Research methodology and field procedures

1. Exploratory study

It is necessary to penetrate the practical environment of the imam with the fundamental aspects of the study, and this is only done through the exploratory study on the study community and the research sample, where initially we visited the sports organization under study, and we conducted a free interview with the managers of the organization in order to obtain some information and data. Where we distributed a first questionnaire to a group of eight employees in order to identify the gaps and shortcomings of the questionnaire before distributing the last, and after contacting the employees and conducting a discussion with them to identify the clarity of the questions in general and their relevance to the topic of the study.

The field study, which has a close and direct relationship with the variables of the study and the places of the study, and the research tool in order to disseminate the questionnaire in the establishment.

2. Study program

The study method shows the method used by the researcher in his study of a specific phenomenon in order to achieve general results, and the method that will be used in this study is the descriptive analytical method, since the latter is not limited to the collection of information and facts, but rather goes beyond to find solutions to the problem in question.

3. Research areas

3.1 .Time domain

This research was initiated in January, while the questionnaire was prepared in February, and the distribution of the tool was in March, and we started analyzing and sorting the results immediately after, so that the work would be published in early May of the year 2023.

3.2. Space domain

The spatial domain is represented by the Direction of Youth and Sports of the Wilaya of Tébessa.

4. Study population and sample selection

The study population consists of agents in charge of the management of the Directorate of Youth and Sports of the State of Tébessa in Algeria in different departments, since their number reaches 80 agents, i.e. 100% of the study community, the study targeting an estimated random sample among (40) workers of different positions and grades, and the number of questionnaires distributed can be specified. And those that have not been retrieved by the following table :

Table n° (01): Dissemination of the questionnaire

Questionnaires	The Number	Percentage (%)
Spreader	40	100
That Have Not Been Retrieved	05	12.5
Suitable For Analysis	35	87.5

Source: prepared by the researcher based on the results of the spss statistical analysis.

It is clear from Table n° (01) that 40 questionnaires were distributed in agreement with the majority of the sample of the study, since 35 of them were recovered, i.e. 87.5%, which is an acceptable percentage for scientific research purposes..

Questionnaire Form

The questionnaire form is considered one of the basic tools for data collection, since it is a set of questions formulated in a particular way that mainly aims to obtain the information that the researcher considers necessary to achieve the objectives of his study. It included two main parts, and here is their description :

The first part

It includes the variables of the demographic study, represented in each of the following elements : gender, age, level of education, years of work experience and position held ;

The second part

It includes the questions of the study, which are estimated at 32 questions, which have been divided into two main axes that reflect the most important basic questions addressed by the study. Table n° (02) presents the variables of the study and the paragraphs which measure each variable.

Table N° (02): Distribution of the questionnaire questions on the study axes.

Study themes	Number of questions (paragraphs)	
Electronic management	Software of all kinds	5
	Telecommunications	5
	equipment and tools	5
	Information Systems	5
Total independent axis	20	
Affiliate theme: organizational change	12	
Total summation	32	

Source: prepared by the researcher on the basis of the questionnaire and the results of the spss statistical analysis.

Third: the validity of the study tool

Apparent validity

The apparent validity of the study's performance was confirmed by presenting the questionnaire form to a group of professors for arbitration, and expressing their opinion on the clarity of its sentences and the extent to which each sentence is appropriate to the dimension to which it belongs and to the axis as a whole, and the extent to which the sentences cover each of the axes of the study variables, and suggesting what it considers necessary to modify, delete and add other sentences according to the five-pointed Likert scale.

This is illustrated by the following table :

Table n° (03): Criteria for determining the direction

Weighted Average	[791,-1]	[1,80-2,59]	[2,60-3,39]	[3,40-4,19]	[4,20-5]
Answer Direction	Strongly Disagree	not agree	neutral	agree	Strongly Agree
The Level	very low	low	middle	high	very high

Source: Boukalqoul El-Hadi, "Data analysis using spss", a scientific seminar, University of Badji Mokhtar, Annaba, 2013, p.: 24.

Fourth: the stability of the study tool

A number of 35 questionnaires were distributed to the study sample to ensure their stability according to the coefficient of stability (Alpha Cronbach) for the internal consistency of the dependent and independent variables of the study, and the results were presented in the following table :

Table n° (04): The value of the coefficient of stability for the internal consistency of the study variables.

The Paragraph Number Of The Questionnaire	Variable name	Cronbach's alpha stability coefficient (%)
Paragraph 01 To 20	Electronic Management	91.3
Paragraph 21 To 32	Organizational Change	94.8
Paragraph 01 To 32	Overall Stability Coefficient	96.2

Source: prepared by the researcher on the basis of the questionnaire and the results of the spss statistical analysis.

It is clear from Table n ° (04) that the coefficients of stability for all the variables of the study are very high, because the coefficient of reliability for all the elements of the study tool reached 96.2%, and also the rates of the rest of the axes were higher than the percentage of significance (60%), which is a high percentage of stability and acceptable for the purposes of carrying out the study, and from there, it is possible Adoption of the questionnaire form.

Statistical methods used to analyze data

The following coefficients were used to obtain general indications on the characteristics of the studied population :

First - Pearson's simple correlation coefficient: to measure the degree of correlation and relationship between the variables in the study.

$$r = \frac{1}{n} \sum \left(\frac{x - \bar{x}}{s_x} \right) \left(\frac{y - \bar{y}}{s_y} \right)$$

n: number of views

Xi: The values of the first variable

Yi: the second variable section

s_x: standard deviation of the first variable

s_y: standard deviation of the second variable

Secondly - frequencies and percentages

It was used to describe the characteristics of the study population, and to determine the response towards the axes of the study tool, and it is calculated according to the following law:

$$\text{Percentage} = \frac{\text{Group rehearsal} \times 100}{\text{Total number of rehearsals}}$$

Third - Cronbach's alpha coefficient

It was used to determine the stability coefficient of the study tool, and it is expressed in the following equation :

$$a = \frac{n}{n-1} \left(1 - \frac{\sum v_i}{vt} \right)$$

Fourth- The arithmetic mean

an indicator that makes it possible to classify the elements according to their importance from the point of view of the selected sample.

Fifth - Standard Deviation

To find out to what extent the values are scattered relative to their arithmetic mean.

It was calculated to determine the responses of individuals to the study with respect to the axes and questions of the study tool, since the standard deviation is a statistical indicator that measures the magnitude of the dispersion of changes and is expressed by the following relationship :

$$\delta = \frac{\sqrt{\sum (X_i - \bar{X})^2}}{N}$$

Sixth - the normal distribution test: (1-Kolmogorov-Smirnov sample)

Use to find out if the data type follows a normal distribution or not, because the execution of some statistical tests requires that the distribution of the data follows a normal distribution.

Seventh - simple linear regression: (Simple regression analysis)

This test is used to determine the effect of the independent variable on the dependent variable. It is related to regression analysis by predicting the future (unknown) on the basis of data collected from the past (known). It analyzes one of the variables (the dependent variable) affected by another factor or more than one independent factor. Simple linear regression analysis was used to test the role of electronic management in achieving Organizational change at the Directorate of Youth and Sports of the State of Tébessa, Algeria

Fisher test (F)

to test the significance of the formulated simple linear regression models (total significance).

One-sample t-test

it is used to test the hypotheses of the study, and a significant level (0.05) has been adopted to accept or reject the hypotheses, and this is one of the significant levels agreed in the hypothesis tests.

Multiple linear regression analysis

to test hypotheses and thus ensure the effect of the independent variable on the dependent variable, as well as to ensure the validity of the study model.

View and analyze the characteristics of personal and professional data

The questionnaires were distributed to the study sample to identify the personal and functional data of the study sample, and the following is an analysis of them.

The distribution of the study sample according to the sex variable

The following table represents the distribution of the study sample according to the sex variable :

Table N° (05): Distribution of the study sample according to the sex variable.

Sex	Repetition	Percentage (%)
Male	20	57.1
Feminine	15	42.9
The Total	35	100

Source: prepared by the researcher based on the results of the spss statistical analysis.

Through the results of the table, it can be seen that the percentage of women is lower compared to the percentage of men, since the percentage of men among the respondents was estimated at 57.1%, against 42.9% for women. the jobs are held by men, which may explain why the different jobs held in the establishment are more compatible with the type of men. This is due to the nature of the job in the sports organization.

The distribution of the study sample according to the age variable

The table represents the distribution of the sample according to the age variable :

Table N° (06): Distribution of the sample according to the age variable

Age Variable	Repetition	Percentage (%)
Less Than 30 Years Old	11	31.4
From 30 To 40 Years Old	21	60.0
More Than 40 Years Old	3	8.6
The Total	35	100

Source: prepared by the researcher based on the results of the spss statistical analysis.

It appears from the table that all the established age groups are reached in the establishment, the study sample, and the category (from 30 to 40 years old) ranks first with an estimated rate of 60%, followed by the category (under 30 years old) with an estimated rate of 31.4% (Over 40 years old) ranked last with an estimated rate of 8.6%, and from there we can say that all age groups are reached at the Directorate of Youth and Sports of the state of Tébéssa - Algeria - dominated by young elements, which is an important factor that can help improve the performance of the organization and strengthen its competitiveness, as it serves the theme of research.

The distribution of the study sample according to the variable level of education

The table represents the distribution of the sample according to the variable level of education :

Table n° (07): Distribution of the sample according to the variable Level of education

Educational Level	Repetition	Percentage (%)
Secondary	00	00
Collegiate	30	85.7
Other Certificates	5	14.3
The Total	35	100

Source: prepared by the researcher based on the results of the spss statistical analysis.

It is clear from the table that the highest percentage of the number of respondents with regard to educational qualification was in the category of levels (university), with an estimated rate of 85.7%, while the category (other certificates) ranked second with an estimated rate of 14.3%, which is a low percentage, to enroll in the category The level (secondary), that is to say that there is little repetition, which confirms that the organization relies on important scientific skills, and the results obtained explain the type of jobs in the organization, most of which require university level.

The distribution of the study sample according to the variable professional experience

The table shows the distribution of respondents according to the variable professional experience :

Table n° (08): Distribution of the sample according to the variable professional experience

Professional Experience	Repetition	Percentage (%)
Less Than 05 Years Old	15	42.9
From 05 To 10 Years	11	31.4
More Than 10 Years	9	25.7
The Total	35	100

Source: prepared by the researcher based on the results of the spss statistical analysis.

It is noted from the table that the majority of the study sample, according to the variable professional experience, was in the category (under 05 years old) with an estimated rate of: 42.9%, and the category (from 05 to 10 years old) ranks second with an estimated rate of: 31.4%, while the category (over 10 years old) ranks third with an estimated rate of 25.7%. under the age of 05 This result is explained taking into account the orientation of the organization towards special recruitment operations in the recent period, and there are categories She has significant experience that can take over less experienced elements, which can help the organization improve its performance.

The distribution of the study sample according to the variable position

The table shows the distribution of respondents according to the type of activity :

Table n ° (09): Distribution of the sample according to the position occupied

Activity Type	Repetition	Percentage (%)
Sports Consultant	31	88.6
Head Of Organization	4	11.4
The Total	35	100

Source: prepared by the researcher based on the results of the spss statistical analysis.

It appears from the table that the majority of the sample of the study had their position in the category (managed executives), where this option obtained a score of 88.6%, and the category (head of department) occupied the following rank with an estimated rate of: 11.4%, and we can deduce that functionalism at all levels is dominated by the category of senior managers, and this diversity is explained by taking into account the needs of the organization for each job.

Analyze the results of the study variables

The most important results of the partial independent variables of the study can be explained as follows :

Analyze the results of the independent variable (electronic management)

This will be explained according to the different dimensions of electronic management, according to the following table :

Table n° (10): Analysis of respondents' opinions towards the independent variable (electronic management)

Electronic Management	SMA	Standard Deviation	Degree	Answer Direction	The Level
Software Of All Kinds	3.44	0.561	4	Agree	High
Telecommunications	3.86	0.705	1	Agree	High
Equipment And Tools	3.73	0.583	2	Agree	High
Information Systems	3.50	0.710	3	Agree	High
Overall Average	3.63	0.555	-	Agree	High

Source: prepared by the researcher based on the results of the spss statistical analysis.

The results presented in the table above show that the general average of the dimensions of electronic management was high, reaching 3.63 and the standard deviation was estimated at 0.555, which indicates that there is no significant difference between the answers of the study sample, and this is due to the fact that all the answers were in favor of an agreement, that is to say at a High level, which confirms that there is agreement among all the respondents that the organization adopts electronic management, because the communication dimension delivers the rest of the dimensions with an average arithmetic estimated at 3.86, so that the devices and equipment dimension comes in second position with an arithmetic average of 3.73, followed by the information systems dimension with an arithmetic average of 3.50, while it occupies the second place. After software of all kinds, she ranks fourth and last, with an arithmetic average of 3.44. The answers to the dimensions of the independent variable will be detailed as follows :

All Kinds Of Software

The following table shows the results of the sample answers regarding the availability of software of all kinds :

Table n ° (11): Analysis of the opinions of the sample with regard to the software dimension of any kind

Number	Sentence	SMA	standard deviation	Degree	Trend	Level
1	The sports organization is working on updating the sports organization's software	3.54	1.067	3	Agree	high
2	The use of modern and information technology contributes to achieving the goals of the sports organization	4.00	.000	1	Agree	high
3	Reliance on software contributes to the speed of data acquisition.	2.63	1.165	5	neutral	middle
4	Workers benefit periodically from training and educational courses on software in the sports organization	3.46	1.094	4	Agree	high
5	The organization uses experts and consultants from outside the sports organization to transfer their expertise and knowledge to the employees	3.60	.8810	2	Agree	high
Overall dimension		3.44	.5610	-	Agree	high

Source: prepared by the researcher based on the results of the spss statistical analysis.

Regarding the answers of the study sample on the availability of the software dimension of various types, most of them came in the direction of approval, which is confirmed by the data in the table above, through the direction of the study sample towards all sentences, whose total arithmetic mean was estimated at (3.44), which

is in the range [3.40 -4.19], which indicates a trend of approval with high rates. This was confirmed by the results of the arithmetic mean for each statement, which means that the sports organization strictly adheres to a large extent to all software dimensions of all kinds, while the study sample tended towards neutrality and did not fully agree with the statement (03.)

Telecommunications

The following table shows the results of the sample responses regarding the availability of the telecommunications dimension.

Number	Sentence	SMA	standard deviation	Degree	Trend	Level
6	Electronic information and communication technologies contribute to work efficiency.	3.94	.9680	2	Agree	high
7	Communication networks contribute to the development of skills and expertise.	4.00	.0000	1	Agree	high
8	Modern means of communication have contributed to the improvement of administrative communications.	3.71	1.017	5	Agree	high
9	It is easy and easy to retrieve stored information and knowledge	3.77	1.114	4	Agree	high
10	The communication network helps to distribute administrative decisions between the different departments of the organization.	3.89	1.051	3	Agree	high
Overall dimension		3.86	0.705	/	Agree	high

Source: prepared by the researcher based on the results of the spss statistical analysis.

Regarding the answers of the study sample on the availability of the communication dimension, they all came in a pleasant direction, which is confirmed by the data in the table above, through the orientation of the study sample towards all the sentences, whose total arithmetic mean was estimated at (3.86), whose range is [3.40-4.19], which indicates the trend of approval and high rates. This was confirmed by the results of the arithmetic mean for each statement, which means that the sports organization strictly adheres to all measures of the communication dimension.

equipment and tools

The following table presents the results of the sample answers concerning the availability of equipment and devices in the sports organization:

Table n ° (13): Analysis of the opinions of the sample concerning the size of the appliances and equipment.

Number	Sentence	SMA	standard deviation	Degree	Trend	Level
11	Technological equipment contributes to the integration of information.	3.66	.873	4	Agree	high
12	The use of technology helps employees to know their work and simplifies and facilitates work procedures.	3.80	.964	2	Agree	high
13	The company develops its own devices and equipment.	4.00	.000	1	neutral	middle
14	With the devices and	3.57	1.037	5	Agree	high

	equipment available, the workers inside the sports organization exchange ideas and knowledge with each other					
15	The existing devices and equipment contribute to the development of the sports organization	3.66	.802	3	Agree	high
Overall dimension		3.73	0.583	-	Agree	high

Source: prepared by the researcher based on the results of the spss statistical analysis.

As for the answers of the study sample on the availability of equipment and devices, they all came in a pleasant direction, which is confirmed by the data in the table above, through the orientation of the study sample to most sentences, the total of which the arithmetic mean was estimated at (3.73), which indicates the direction of approval at high rates. This was confirmed by the results of the arithmetic mean for each declaration, which means that the organization strictly adheres to all measurements of the dimension of devices and equipment Information systems

The following table presents the results of the sample answers concerning the availability of information systems in the sports organization:

Table n° (14): Analysis of the opinions of the sample on the dimension of information systems

Number	Sentence	SMA	standard deviation	Degree	Trend	Level
16	The administration can review its decisions by building modern and advanced systems.	3.09	.951	5	neutral	Middle
17	The information system technology used in the organization offers great efficiency in classifying, retrieving and updating the data and information you need at work.	3.23	.973	4	neutral	Middle
18	The information system helps to make quick and immediate decisions.	4.00	.000	1	Agree	High
19	The use of electronic management contributes to the improvement of performance.	3.43	1.119	3	Agree	High
20	The use of electronic management systems contributes to the pressure on users and time savings.	3.77	1.003	2	Agree	High
Overall dimension		3.50	0.710	/	Agree	High

Source: prepared by the researcher based on the results of the spss statistical analysis.

As for the answers of the study sample on the availability of the information systems dimension, most of them went in the direction of approval, which is confirmed by the data in the table above, through the trend of the study sample towards most sentences, whose total arithmetic mean was estimated at (3.50), whose range is [3.40-4.19], which indicates the trend of approval and high rates. This was confirmed by the results of the arithmetic mean for each statement, and the study sample remained neutral with regard to each of the two statements (16 and 17), which means that the organization is unable to reconsider its decisions in terms of modern and developed construction. systems. The sample of the study does not agree that the information system technology used in the organization offers great efficiency in classifying, retrieving and updating the data and information it needs at work. This is the factor on which the organization must focus and support.

Analyze the results of the dependent variable (organizational change)

The following will show the results of the dependent variable (organizational change), as shown in the following table :

Table n° (15): Analysis of the opinions of the sample towards the axis of organizational change

Number	Sentence	SMA	standard deviation	Degree	Trend	Level
21	The organizational structure of the sports organization facilitates management and management operations	3.17	1.200	11	neutral	Middle
22	The Sports Foundation is updating the organizational structure to match developments	3.11	1.132	12	neutral	Middle
23	There is coordination and integration between the departments and functions of the sports organization	3.43	1.065	6	Agree	High
24	The sports organization is working to reduce the centralization of decision-making (delegation of certain powers	3.17	1.043	10	neutral	high
25	A sense of loyalty and belonging to the sports organization	3.77	1.031	2	Agree	High
26	There is an improvement and development of your abilities and skills at work	3.89	1.051	1	Agree	High
27	You have the desire and motivation to complete the tasks entrusted to you	3.66	1.187	4	Agree	High
28	You are ready to work even outside working hours	3.29	1.405	8	neutral	Middle
29	The sports organization constantly updates the machines and equipment	3.29	1.045	9	neutral	Middle
30	The company is eager to bring and acquire modern technology	3.43	1.145	7	Agree	High
31	The organization relies in most of its internal and external transactions on the Internet	3.66	1.083	3	Agree	High
32	The completion of work in the sports organization is carried out quickly, accurately and easily	3.63	1.003	5	Agree	High
Overall dimension		3.45	0.893	-	Agree	High

Source: prepared by the researcher based on the results of the spss statistical analysis.

Through the results of the table above, it seems that the respondents agree that the axis of organizational change is available in the sports organization at a high level, since the total arithmetic mean of the answers to the 12 sentences is within the estimate of: 3.45 and is in the range [3.40-4.19], and it is also noted that most of the results of the arithmetic mean of the sentences are available and high, and the study sample tended towards neutrality vis-à-vis the sentences (21, 22, 24 , 28, 29), which indicates that the sample of the study has not

evolved in a negative or positive way towards the fact that the population of the study does not have the will to work even outside working hours.

The study sample also believes that the organization does not work well to reduce the centralization of decision-making and delegation of some powers, and does not update machinery and equipment constantly. In general, and in general, we can say that the emphasis of organizational change has been well achieved in sports organization.

The results of the verification of the hypotheses of the study

Thanks to this requirement, the main hypothesis and the sub-hypotheses will be tested and, therefore, the hypotheses of the study will be rejected or accepted.

Normal distribution test

Before applying the regression analysis to test the main hypothesis, the Kolmogorov-Smirnov test was performed in order to ensure that the data correspond to the assumptions of the regression analysis, or in other words to verify to what extent the data follow the normal distribution as a necessary test for the hypotheses, since most parametric tests require that the distribution of the data be normal.

The test was performed after all the questionnaires had been distributed and collected by the study sample, and the results were as shown in the following table :

Table n° (16): Results of the normal distribution test

Topics of the questionnaires	Axis content	Z value	Semantic level (sig)
The first axis	Electronic management	0.848	0.469
The second axis	Organizational change	0.942	0.338
The questionnaire as a whole		0.992	0.278

Source: prepared by the researcher based on the results of the spss statistical analysis.

It is clear from the results of the table above that the value of the significance level for each axis as well as the total is greater than (0.05), which means that the significance level is greater than 5%, which indicates that the data follow a normal distribution and that parametric tests can be used.

Visualize and analyze the results of the test of the sub-hypotheses of the simple regression between the dimensions of the independent variable and the dependent variable

Sub-hypothesis testing

To perform a hypothesis test, the hypothesis is put to the test, and it can be rejected or accepted according to the following :

Acceptance of the null hypothesis H_0 : There is no statistically significant effect if the significance threshold α is greater than 0.05.

Acceptance of the alternative hypothesis H_1 : There is a statistically significant effect if the significance threshold α is less than or equal to 0.05.

The results will be presented and interpreted and the sub-hypotheses will be discussed in order to know the relationship between (software of all kinds, communications, materials and equipment, information systems) and organizational change within the Directorate of Youth and Sports of the State of Tébessa - Algeria - and to test the sub-hypotheses, we relied on the results of the multiple linear regression analysis, which makes it possible to study the possibility There is a relationship between the dimensions of the independent variable and the dependent variable, and the correlation coefficient (R) was used to find out the nature of the relationship (direct or inverse) at the significance level ($0.05 \geq \alpha$).

The results of the sub-hypothesis tests can be illustrated by the following table :

Table n° (17): Results of the test of the sub-hypotheses

independent variable:	The dependent variable	B	The normative error	(Beta) value	(T) value	Semantic level
Electronic Management						
Software of all kinds	Organizational change	.0040	.1510	.0060	.041	.9680
Telecommunications		.3780	.1370	.4780	3.486	.0020
equipment and tools		.2840	.1800	.4340	2.412	.0220
Information systems		.3600	.1980	.4530	2.290	.0290

R-Value		0.944
R2 Value		0.890
F Value		60.802

Source: prepared by the researcher based on the results of the spss statistical analysis.

It emerges from the results of the multiple regression analysis, which was used to find out if there is an effect of the dimensions of the independent variable in the organizational change at the Directorate of Youth and Sports of the State of Tébessa - Algeria -, because it was found that :

By table n° (17) for the analysis of the multiple regression coefficient, where the value of the coefficient of determination was $0.890 = (R^2)$, which means that a high percentage of the role of the dimensions of electronic management in organizational change is estimated at: 89%, and the value of the correlation coefficient was recorded at $0.944 = (R)$, that is to say that organizational change and the dimensions of electronic management are associated with a very high rate estimated at: 94.4%.

It follows from the results of the multiple regression analysis, which was used to determine if there is a role for the dimensions of the independent variable on the dependent variable, since it was found that :

The first sub-hypothesis

Through the results of the table, it happened to reject the following hypothesis: Software of any kind contributes to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the State of Tébessa.

The results of the table above show that there is no statistically significant contribution to the confidence level (95%), and the value of (t) estimated at: (0.041) showed that the organizational change is not significantly affected by the role of software of any kind at the level of the Directorate of Youth and Sports of the State of Tébessa - Algeria - The significance level was estimated at (0.968), higher than the significance level ($\alpha \leq 0.05$).

Thus, the following hypothesis is rejected :

Software of any kind contributes to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the State of Tébessa

The second sub-hypothesis

Through the results of the table, it happened to accept the following hypothesis: Communication contributes to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa

The results of the table above show that there is a statistically significant contribution to the confidence level (95%), and the value of (t) estimated at: (3.486) showed that organizational change is strongly affected by the role of communication at the level of the sports organization, and the significance level was estimated at (0.002).), which is below a significant level ($\alpha \leq 0.05$).

Thus, the following hypothesis is accepted :

Communication contributes to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa

The third sub-hypothesis

Through the results of the table, he managed to retain the following hypothesis: The devices and equipment contribute to the realization of the organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa

The results of the table above show that there is a statistically significant contribution to a confidence level of (95%), and the value of (t) estimated at: (2.412) showed that organizational change is affected by the role of devices and equipment at the enterprise level, and the significance threshold was estimated at (0.022), it is lower than the significance threshold ($\alpha \leq 0.05$).

Thus, the following hypothesis is accepted

Devices and equipment contribute to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa

The fourth sub-hypothesis

Through the results of the table, it happened to accept the following hypothesis: Information systems contribute to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the State of Tébessa.

The results of the table above show that there is a statistically significant contribution to the confidence level (95%), and the value of (t) estimated at: (2.290) showed that organizational change is affected by the role of

information systems at the level of the sports organization, and the significance level was estimated at (0.029), It is lower than the significant level ($\alpha \leq 0.05$).

Thus, the following hypothesis is accepted :

The information systems contribute to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the State of Tébessa

Testing the main hypothesis

Its most important results can be represented by the following table :

Table n° (19): Results of the test of the main hypothesis

The independent variable	The dependent variable	Regression constant (α)	Correlation coefficient (R)	Coefficient of determination (R^2)	(t) Value	Calculated value (F)	Semantic level (sig)
Electronic management	Organizational change	1.484	0.923	0.852	13.774	189.709	0.000

Source: prepared by the researcher based on the results of the spss statistical analysis.

The results of the analysis contained in the previous table have indicated that the independent variable explains its percentage (0.852) of the variance that occurred in the realization of the organizational change at the Directorate of Youth and Sports of the State of Tébessa - Algeria -, and to test the nature of the relationship between the two variables, we relied on the value of (F), which is equal to (189.709), which the regression model showed in general that it was statistically significant at the degree of freedom (33), which is a statistical function, as a level of significance estimated at: 0.00, which is less than (0.05), and therefore the main hypothesis is accepted.

Electronic management contributes to the realization of organizational change within the sports bodies of the Directorate of Youth and Sports of the Wilaya of Tébessa.

The relationship between electronic management and organizational change can be written in its mathematical form through the linear regression equation as follows: $Y = 1.484x + 0.923$, where :

X: electronic administration ;

Y: Organizational change.

Thus, through statistical analysis, it has been proven that: electronic management has a role in achieving organizational change of the Directorate of Youth and Sports in the Wilaya of Tébessa - Algeria .

CONCLUSION

From the above and through the current study and the results obtained, we conclude that electronic management has a very important role in achieving organizational change, as an integrated administrative and technical system that is no longer an option that can be accepted or rejected, but has become an imperative that sports organizations should wish to survive and adopt and exploit accordingly to the extent that electronic management affects and is affected by all the elements that surround it, and for its application, we take into account several requirements to achieve organizational change by securing computers, connecting computer networks and securing modern means of communication to transfer information between sports organizations Training and qualification of the employee in order to carry out his work by electronic means, as well as require the availability of political will for him to be in charge or a specific committee that implements this administration and works to achieve the organizational change necessary and appropriate for the job.

It has been shown through the study that electronic management is considered as one of the most important components of the internal environment of the organization, which has an important role in achieving the organizational change of the organization, which constitutes an important reason for success because it is one of the most important determinants of the success or failure of sports bodies.

The success of any organization depends on the extent of its level of organization.

Organizational change has already assumed great importance and value in the thinking and culture of various researchers and thinkers, and this because it brings added value to all organizational levels.

Therefore, electronic management and organizational change are necessary and important for sports organizations in the current era, and the most important thing is to know how to maintain and improve them according to the practices available to manage each sports organization.

First: the results of the study

Theoretical results

Through this study, it was possible to answer the existing problem related to the contribution of electronic administration to the realization of organizational change within the Directorate of Youth and Sports of the Wilaya of Tébessa - Algeria - object of the study. achieved, which will be summarized in the following points :

- The attention paid to electronic administration has become an urgent necessity to keep up with the rapid evolution of technology, which is the permanent and specific source that works for the success and effectiveness of the organizational change of sports bodies.
- E-management represents a modern field, especially its applied side, since it aims to provide broad capacities to organizations in general and sports organizations in particular in terms of excellence, superiority, leadership, innovation and creativity, which reflects the effective role of e-management in achieving a successful and effective organizational change.
- The electronic management approach is of particular importance in all organizations and in all sectors, since it is one of the modern departments that achieves the required efficiency at all levels of activity of the sports organization.
- Electronic management is considered one of the modern departments with a significant and effective impact on the success of sports organizations.
- E-management leads to creativity, innovation and new things for employees through training and learning.
- Technology with its modern means, electronic communication and communication networks are among the most important factors leading to the simplification of work tasks and their proper execution, as they play an effective and positive role in this regard ;
- Electronic administration contributes strongly and effectively to improving the performance of sports bodies ;
- The effective contribution of electronic management information systems and means to improve administrative communication between employees and to evolve decisions at the level of sports authorities ;
- The remarkable and constructive contribution of technology to the integration of information and to rapid and timely decision-making in relation to sports bodies ;
- Electronic administration also affects the decision-making process through the speed of obtaining accurate data and the validity of information.

APPLIED RESULTS

Through the field study at the Directorate of Youth and Sports of the Wilaya of Tébessa - Algeria - object of the study, a set of results has been produced, and they will be summarized in the following points :

- E-management contributes to the realization of the organizational change of the Directorate of Youth and Sports of the Wilaya of Tébessa - Algeria -.
- Software of any kind does not contribute to the realization of the organizational change of the Directorate of Youth and Sports of the Wilaya of Tébessa - Algeria -.
- Communication contributes to the realization of the organizational change of the Directorate of Youth and Sports of the Wilaya of Tébessa - Algeria -.
- The devices and equipment contribute to the realization of the organizational change of the Directorate of Youth and Sports of the State of Tébessa - Algeria -.
- The information systems contribute to the realization of the organizational change of the Directorate of Youth and Sports of the Wilaya of Tébessa - Algeria -.
- Thus, it has been proven that: Electronic management has a role in achieving organizational change in the Directorate of Youth and Sports of the Wilaya of Tébessa - Algeria -.

SUGGESTIONS AND RECOMMENDATIONS

In the light of the results obtained, the following recommendations can be made :

- The need to adopt electronic management as an entry point for the development and improvement of performance ;
- Pay special attention to the acquisition of software of all kinds, develop storage methods, expand the sharing process by providing the appropriate environment and build an organizational culture that adopts electronic management as an approach ;
- The need to apply electronic management in all the activities of sports bodies and to keep pace with scientific and technological developments ;
- The need to create a lean and flexible organizational structure that is in line with the supervisory and management processes ;
- Emphasize the human resource as the most important resource of the sports organization ;
- The need to pay attention to scientific seminars and conferences and to encourage targeted research and studies that improve electronic management ;

- Growing interest in the field of positive e-management by management and employees, as interest in the field of e-management contributes to the achievement of the desired organizational change ;
- The need to be constantly at the forefront of technology through the modernization of sports bodies ;
- Conduct more in-depth qualitative research on e-governance and organizational change in sports bodies ;

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