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## **The reality of the moral climate and its relationship to the decision-making of boxing referees from the standpoint of coaches**

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**Abstract.** The purpose of this paper is to identifying the relationship between the moral climate and the decision-making of boxing referees from the standpoint of the coaches, and the research problem lies through the work of the researchers in training and managing the teams. It was noted that the role of the referees is one of the most important roles played by the workers to achieve the objectives of the federation, and that the moral climate that prevails among the administrative body the union and the referees on the one hand and between the referees and coaches on the other hand are among the factors of the success of everyone's work and the survival and strengthening of confidence in their work and thus the continuity of success and production and the achievement of goals, hence the desire to conduct this study, and the researchers used the descriptive approach in the manner of correlations to suit it with the nature of the research problem, The study population consisted of (160) coaches and referees in the Boxing Federation. As for the research sample, it was divided into a sample of adapting the moral climate scale, which consisted of (70) judges. As for the building sample for the decision-making scale, it consisted of (90) coaches. The standards (moral climate) were modified and built. for the administrative body, decision-making for the referees), the measures were applied to the research sample in order to extract the results of the research and achieve the goal of the research, which is to identify the relationship between the moral climate and decision-making for boxing referees from the point of view of the coaches and it was found that they are at an above average level in the moral climate and decision-making as well That there is a direct relationship between the two research variables (moral climate and decision-making), that is, the greater the moral climate, the greater the decision-making.

**Keywords.** boxing, referees, coaches, human resources, competition

### **Introduction:**

Work in the sports field is distinguished by its reliance on the human resource primarily to achieve its goals. The sports federation is a social unit in which everyone works regardless of their convictions and attitudes. The sports federations find it difficult to control their employees because of the external changes that afflict the internal environment of work and thus its reflection on their behavior and performance in the performance of their duties.

The task of improving the organizational environment for workers is a task that is not easy as expected, especially since the organizational environment is affected by external factors of the work environment, such as new legal legislation and political and economic fluctuations, which the sports field in Iraq suffers from in particular, because the federations are not independent in the financial aspect, and thus opened the door to interventions in their work and thus not The stability of the organizational environment for the federations, that the healthy organizational environment has a direct relationship to the commitment and the effectiveness of the performance of the workers, and it is a manifestation of success and an increase in the efficiency of the performance of the workers, on which the sports federations rely in achieving their goals, as we mentioned previously.

The organizational climate consists of several areas, including the moral field, which is described as the climate of moral work (Muqabla and Al-Hawamdeh, 2022). (Abdulhameed, & Malek, 2022) quoting (Al-Qarni, 2020) (Al-Wazzan. 2006) that organizational symmetry in its essence involves the realization of uniting with the organization and belonging to it, where the individual defines himself through the organization and belonging to it, that making arbitral decisions before, during and after the end of the fights is the most important factor in The success of the federation's work on the one hand and the work of the coaches on the other hand, and you can imagine that an incorrect decision ends the preparations for competitions by the coach and the players who represent a sports club in the tournament, and thus the rise of boxers (players) who are not worthy of winning, and thus the representation of Iraq in international forums will be weak because of Failure to implement the correct decisions during competitions and wasting the efforts of each of the sports clubs with their administrators, coaches and players, as well as the efforts of the sports federations.

The distinction of the administrative body of the Iraqi Boxing Federation and its success will be an influential and auxiliary factor in influencing the commitment to laws and ethics in the work of the referees. Therefore, based on the foregoing, the current research included two influential and active variables in raising the level of the performance of the Iraqi Boxing Federation, which are the moral climate and decision-making. Through the results of the research, we will learn about the type of influence and the relationship between them.

The importance of the research lies in the study of the moral climate, which is one of the areas of the organizational environment, which has become one of the most important organizational requirements in the work of sports federations, as well as the research segment, which is the rulers of the Iraqi Boxing Federation, whose decisions are considered the decisive factor in the technical aspect of the work of the federation. Sports with these topics, which would be of help to the administration responsible for Iraqi sports and researchers alike.

### **Research problem:**

The problem of the research lies through the work of the researchers in training and managing the national teams. It was noted that the role of the referees is one of the most important roles played by the workers to achieve the objectives of the federation, and that the moral climate that prevails between the administrative body of the federation and the referees on the one hand and between the referees and coaches on the other hand is one of the success factors of everyone's work. In addition, the survival and strengthening of confidence in their work and thus the continuity of success and production and the achievement of goals, hence the desire to conduct this study.

**Research objective:**

- Identify the reality of the moral climate and decision-making for referees in the work environment of the Iraqi Central Boxing Federation.
- The relationship between the moral climate and the decision-making of boxing referees from the point of view of coaches.

In a study (2022, Alwan & Rrfat), the results showed that the administrative bodies of sports clubs that own basketball teams participating in the Premier League, First Division, had negative attitudes in relation to organizational culture, and a study (Hazaa, & Qusay, 2018a) showed that the administrative bodies of clubs Sports in Baghdad has achieved an acceptable level of change management in human resources in order to survive in the work environment and compete with other sports clubs, and a study ((Hazaa, & Qusay, 2018b)) showed that the administrative bodies of institutional sports clubs in Baghdad have achieved an acceptable level of change management In the management of their sports clubs, the two researchers recommended that there be seriousness in turning to the specialized academics and technicians to increase the efficiency of the clubs and raise the administrative level of the sports clubs, and in a study of (Hamad, & Saad, 2019). I concluded that the members of the administrative bodies of the clubs did not have a clear manifestation of administrative creativity In its practices in a flexible and feasible manner, and focused its attention on achieving administrative competence in accordance with the recognized programs to ensure that it works on what exists and not on what should be, and a study (Saleh, & Abod, 2018) showed that Premier League football clubs in Iraq suffer from poor management of sports crises In its administrative formations, in addition to the levels of sports crisis management in Premier League football clubs in Iraq were different, led by the financial crisis and the most frequent among the crises, and a study (Saleh, & Abood, 2018.) showed that Premier League football clubs in Iraq suffer The weakness of the practice of the democratic method for managing sports crises in its administrative formations, and the two researchers recommended working to improve the capabilities and capabilities of the members of the administrative board in Premier League football clubs to face the crises that their clubs are going through, and in a study (Abdul Salman, 2018) it was concluded that sports culture is linked The sports bodies directly with the annual evaluation level of the performance of specialized sports clubs for the disabled.

**Research methodology and field procedures:**

**Research Methodology:**

The researchers used the descriptive approach using the correlational survey method to solve the research problem, as it is compatible with the nature of the study. (Hameed, M. 2020). The descriptive research aims to study the current conditions of the phenomena in terms of their characteristics or forms, their relationship and the factors influencing them.

**Community and sample research:**

The current research community consists of referees and coaches of the Iraqi Boxing Federation, which number (160) individuals, and the sample is separated in Table (1):

Table (1) shows the research sample

No.	Description sample	Number
1	Boxing coaches	90
2	Boxing referees	70

**Preparing a measure of the moral climate for the referees of the Iraqi Boxing Federation and building a measure of decision-making for the rulers:**

In an effort by the researchers to provide a tool that measures the moral climate for the arbitration cadres working in the Iraqi Boxing Federation and its branches in all governorates of Iraq and to build a measure of decision-making (the referees will be asked about the moral climate for work within the Iraqi Boxing Federation, and the process of preparing the scale will be done because it already exists, which is the measure of (Deeb. 2017). (A measure of decision-making will be built for the referees, which will be based on the trainers of the Iraqi Boxing Federation). The researchers prepared the scale in accordance with the research sample, and in order for the scale to be honest, the researchers presented the scale to a group of specialists in the field of sports management, testing and measurement, and their opinions were taken about modifying some phrases to suit the research sample, and the phrases were modified in an indefinite way. It changes the core and the idea of the scale, as it was approved on (21) statements out of (26) paragraphs. In addition, the researchers built a decision-making scale for the rulers, and to provide a tool through which to measure this characteristic, the researchers looked at a set of related scales, and it was reached the researchers build a scale (decision making for referees) , this is because the available scales the researchers found that they measure in general and do not come close to specialization in measurement and without focusing on the main functions of the measured sample, as the researchers prepared and formulated the scale according to the research problem and its number became (19) phrases, and the researchers extracted the scientific bases of the scale such as honesty and reliability, and they the researchers presented the scale to a group of specialists in the field of sports management, testing and measurement, and their opinions were taken about modifying some phrases, and thus a scale consistent with the research community was reached, and after this procedure, the scale was applied on (11/12/2022).

**Calculating the weights of the alternatives:**

The correction of the scale expressions was approved by giving each of the scale expressions the appropriate weight for it, according to the sample’s choice of the scale of assessment, and since the expressions are in a positive direction only, as the weights (5-1) were determined in front of each of the scale phrases, as shown in Table (2 ).

Table (2) shows the alternative weights of the Paragraphs

Fully agree	I agree	Neutral	I do not agree	I don't fully agree
5	4	3	2	1

**Virtual validity:**

The researchers used two types of validity, including virtual validity, in order to verify the suitability of the statements of the two scales to measure the phenomenon to be studied. Virtual validity is an important type of validity, especially in the construction of tests and scales, because it indicates the appropriateness of the scale in measuring the required characteristic, and through which the extent of clarity is known. The statements and their validity through appropriate answers and according to the opinion of the specialists, which indicates the extent to which the statements of the measure relate to the variable to be measured, and this indicator of validity is achieved as indicated by (Naji and Ahmed, 1987, p. 172) “when a person related to the subject decides that the measure is appropriate for the characteristic To be measured, and

that may be an expert.” The researchers achieved this by presenting the expressions of the two scales to a group of specialists, and the necessary statistical measures were taken, as the percentage (80%) or more was approved as an acceptance rate, “as the areas and sections of the measurements and tests get The apparent truthfulness of its acceptance of the measurement of what it was prepared for if it was agreed on its validity (80%) or more of the arbitrated experts” (Dibarti. 2019) as the expressions of the two scales were presented to the experts and after conducting the statistical analysis of the opinions of the experts, the same expressions were kept with some conducting Modifications to phrases to suit the subject of the study.

#### **Characterized strength of the expressions of the two scales:**

It is the second type of validity used by the researchers, as it means the ability of the expression to distinguish between people who are characterized by a high degree from people who are characterized by a low degree in the characteristic or concept required to be measured, and since the characteristic to be measured in this study is the moral climate, the discriminatory power of the paragraphs means The paragraph has the ability to distinguish between the union, which is characterized by a high level of moral climate, and the rulers, who are characterized by a high level of decision-making, from those who have a lower level of the same feature see "The questionnaires are arranged in descending order, after which two end groups are selected, representing 27% of the total sample that was subject to measurement, a higher group represented by individuals with the highest scores, and a lower group represented by individuals with the lowest scores" (Al-Samadi and Al-Darabea, 2003,) . Thus, the questionnaires for the answers of the research sample amounting to (70) moral climate questionnaires and (90) questionnaires for decision-making were arranged in descending order. Through this, the two outlying groups in each group were determined (27%) with a number of (18.9), and it is close to the number (19) for the first scale and the number (24.3) It is rounded to the number (24) for the second scale, and thus the number of questionnaires becomes (38) for the first scale and (48) for the second scale. The middle group included (32) judges for the first scale and (42) trainers for the second scale.

And by using the t-test (T.Test) to indicate the differences between the arithmetic means between the upper and lower groups, it was found that all the paragraphs of the two research scales (moral climate and decision-making) are statistically significant, as it was found that the level of significance is less than the approved level of significance (0.05) and a degree of freedom (36) for the scale the first and (46) for the second scale.

#### **Stability of scale:**

The stability of the scale is one of the important foundations in the process of building the scales and a major pillar of their construction. The test or the scientific scale must be characterized by its stability in measuring any concept or variable that it aims to measure. Once, as defined by (Naji and Bastawisi) (that the results that we get from the test if it is repeated more than once under the same conditions, there are no significant differences) (Naji and Ahmed, 1987, p. 172). In order to verify the stability of the scales, the following was done:

**Cronbach's alpha coefficient:** Cronbach's alpha coefficient is concerned with the consistency of the paragraphs and their internal cohesion in identifying the answers of the research sample. The strength of the correlations between the items of the scale and that it provides us with a good estimate of reliability (Al-Yaqoubi, 2013) (Khudair, & Mahdi, 2021), and when applying this coefficient to the sample of preparation and construction as an individual, it turns out that: Table (3) shows the results of the stability coefficient values of the two scales

Scales	Number of paragraphs	number of individuals in the construction sample	Cronbach's alpha coefficient value	Level sig	Type sig	stability
Moral climate	21	70	0.857*	0.000	sig	Stability and high
Make decision	19	90	0.818*	0.000	sig	Stability and high

Thus, two measures were reached that are consistent with the research community.

**Results and discussion:**

**Presentation, analysis and discussion of the level of moral climate and decision-making.**

Table (4) shows the results of the moral climate for working with the administrative body and decision-making for the rulers

Scal es	Number of paragraphs	total degree for the field	hypot hetical mean	Mean	Stand ardeviat ion	average differene ce between the two means	T value calculated	Level Sig	Type Sig
Moral climate	21	105	63	67.56	4.56	4.56	4.71	0.000	Sig
Make decision for referee	19	95	57	59.24	9.761	2.24	3.142	0.003	Sig

The unit of measurement for the moral climate is (degree) n = 70 degrees of freedom (69), and for decision-making n = 90 degrees of freedom (89). The level of significance is (0.05) d if (sig) <(0.05).

Through the results of Table (4), and by comparing the arithmetic mean with the hypothetical mean for each scale, it is clear that the research sample has obtained a higher arithmetic mean than the hypothetical mean, and this indicates that they have an above average level in the measure of moral climate and decision-making.

**Discussing the results:**

After the process of applying the two scales to the research sample, the results were extracted and statistical treatments were conducted for them, as shown in Table (4), as it was reached to know the level of the moral climate of the administrative body and decision-making among the rulers of the Iraqi Boxing Federation.

The researchers believe that the Iraqi Boxing Federation has gone through a period of problems among its members, which was reflected in the freezing of the work of the union for a period and on the internal and external participation of the federation. Therefore, the new federation, which includes some of the members of the previous federation, imposed a moral work environment in order to build confidence in its work. Through the moral work environment, which would instill confidence once again in his ability to manage all activities related to boxers and teams (Arab Championship, Asian Championship, World Championship, Olympics) as well as the federation's local activities, the confidence of the federation's general body and the confidence of the Ministry of Youth and Sports and the Olympic Committee is one of the basics of the success of the work of any federation, and the loss of this confidence makes the reluctance to participate in the federation's activities by the general assembly very likely, in addition to the failure to cover financial and administrative matters by the Ministry of Youth and Sports and the Iraqi National Olympic Committee, and the climate is the characteristics that characterize the internal work environment. It is a set of rules, policies, procedures, and foundations that determine how work in the institution or organization proceeds continuously without modifications and affects the effectiveness of the employees' performance and behavior, such as leadership style, the nature of the organizational structure, incentives, perceptual concepts, factors and dimensions that affect the behavior of employees within Work (Failih, and Majeed. 2005) (Al-Qusayr. 2015).

The development of scientific research in general and sports management in particular was reflected in the studies of the organizational climate, of which the moral climate is a pattern, and the importance of the impact of the moral climate on the behavior of workers and how they feel in their work environment, as sports is a performance that depends on individuals in most cases and not on machines. And machines, since the final sports product is a sports performance that depends mainly on the players and everyone who contacts them in the competition, such as referees, for example. Therefore, the moral climate has major standards related to fulfilling human contracts, taking into account the potential harmful results for others, through problem solving and rewarding actions. Deliberately responsible, allocating resources, and encouraging respectful and respectful relationships between personnel within the club and the sports association. The concept of organizational behavior has also developed, of which the moral climate is a part, and the responses emanating from the individual are a result of his communication or connection with his external environment (Nashwan, 2004) (Musa. 2008).

As for decision-making, the researchers believe that this aspect has the necessary priority in the work of the federation, as all the work of the federation depends on the decision-making of the referees in the competition, as well as the efforts of boxers during training and preparation for the competition, and the efforts of coaches in training boxers and sports clubs to provide logistical, material and administrative support. The decision-making process in the competition for the boxing game, it depends mainly on the referee's experience and the speed of his decision-making, as well as the directives related to the update of the international law of the game. The International Boxing Federation, training on it, and clarifying it to the referees, coaches, and then the boxers by the most experienced and highest-certified referees. This is confirmed by (Durrah) Excellence in organizations is not measured by the number of working individuals, nor by the quantity of goods and volume of services provided, and is not measured by the multiplicity of branches of the organization, but there are a number of characteristics that organizations enjoy to achieve distinction compared to other competing organizations, the most important of which is the excellence of the performance of its human resources (Durrah, Naser, and Sami, 2014).

**Presenting the results of the relationship of the moral climate of the administrative body with decision-making to the rulers.**

To find out the results of the relationship between the research variables, the researcher presents the results of the correlation matrix in Table (5):

Correlation matrix	Decision making for the referees of the Iraqi Boxing Federation	
	)R(	Level sig
The moral climate of the administrative body of the Federation	0.874*	0.000

The degree of freedom (n-2) = 68 for the moral climate and (88) for decision-making, the level of significance (0.05), the significant correlation if the degree (sig) < (0.05)

It is clear from the above table that the value of the simple Pearson correlation coefficient between the two domains was significant, in the direct direction.

The researchers believe that there is a general problem in the arbitration method for the boxing game, and the International Olympic Committee has threatened more than once to exclude the boxing game from the Olympic Games. Therefore, the International Federation and the International Olympic Committee are constantly striving to improve the laws related to competition and how to decide on who is best in competition, and builds The Iraqi Boxing Federation steps in accordance with the steps of the International Boxing Federation and seeks collective guidance and the creation of an moral environment that supports the independent decisions of the referees as well as moving away from favoritism and relationships in making their decisions despite the existence of some individual behaviors of the referees that move away from professionalism in decision-making, but the general guidance of the Federation is purely technical decisions And far, as we mentioned, from nepotism and relationships, and this is proven by the results of the research.

The workshops, training courses and lectures that are conducted by the Iraqi Boxing Federation through the Referees and Coaches Committee are a type of group counseling, which has a major role in managing the attitudes and knowledge of individuals, and mentions (Kurt Levine) quoting "The method of group guidance and through the method of group discussions has a great role in modifying the attitudes of individuals because it gives them the opportunity to discuss their opinions and express their ideas freely and frankly, and this has a role in imparting an atmosphere of affection and familiarity, which as a result helps to acquire positive educational and social values" (Mazloum and Shallaka, 2022).

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