



The lack of clarity in the management of multiple positions within sports institutions has influenced the indirect discontent of members of Iraqi Olympic federations: an observational study

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Abstract

The study aimed to build two standers: the ambiguity of managing more than one position in sports institutions and indirect complaint behaviors. It also aimed to identify the stage of these two phenomena from the perspective of members of (IOF), and to identify the relationship, contribution, and effect of the ambiguity of managing more than one position in sports institutions on the growth of indirect complaint behaviors through the members of (IOF). The researcher hypothesized that the score of the measurement of ambiguity of managing more than one position in sports institutions current work to, are related to, and influence the score of the scale of indirect complaint behaviors for the study sample. The descriptive study method was adopted using the correlational relationships method. The boundaries of the study population were represented by the members of (IOF), who continued to practice their administrative work in the sports season (2024/2025) in (26) federations, with a total number of (217) individuals. They were all deliberately chooses for the full study sample by way of comprehensive enumeration at a ratio of (100%) of this population. These models were segmented according to the study requirements into (3) items (exploratory, construction, and application). Two scale were constructed and applied according to statistical analyses and field procedures. After the completion of the survey in the main study on the members of the application sample, the results were statistically processed using the (SPSS) system. The conclusions were that the scale of ambiguity of managing more than one position in sports institutions

is suitable for what it was prepared for in order to measure the viewpoint of the members of the Iraqi Olympic Federations and it enjoys the scientific conditions of paper-and-pencil type scales, The scale for indirect grumbling behaviors is suitable for what it was designed for, to measure this phenomenon among members of (IOF), and it has the scientific conditions of paper-and-pencil type scales. The phenomenon of ambiguity in the management of more than one position in sports institutions is widespread in various formations of Iraqi sports, and an unfavorable stage of direct complaint behaviors exists through members of (IOF) because the prevalence of the phenomenon of ambiguity in the management of more than one position in sports institutions current work to a correlation, the impact of reducing it is directly proportional to its negative impact on reducing indirect and direct complaint behaviors among members of (IOF). The researcher recommended that it is best to pay attention to the psychological scale of members of (IOF) to measure the phenomenon of indirect discontent behaviors in the limits of their administrative workspace. It is necessary for governmental regulatory bodies to oversee the application of the laws in force for managing Iraqi sports in civil institutions, of which the Olympic Committee and sports federations are one of these civil institutions. It is necessary to form special committees in the Iraqi Ministry of Youth and Sports that work to increase the negative impacts left by the phenomenon of ambiguity in managing more than one

position in sports institutions, by applying the laws in force for managing Iraqi sports.

Keywords: Sports. Complaining behaviors. Iraqi Olympic federations.

Introduction

Article (33) of the National Sports Federations Law No. (24) of the year (2021), which is currently in force, states that it is not permissible to combine membership in the executive body of the federation with membership in another sports administrative body. Article (33) of this law also confirms the cancellation of texts in old laws that conflict with the provisions of this law [1].

Besides, "the attitudes and feelings that individuals form towards their job depend on several factors, including the work environment, personal ability, salary system, employee management system, and job satisfaction. Job situations can also affect an individual's performance and behavior in the workplace. Therefore, analyzing job situations can help in understanding how these factors affect an individual's performance, efficiency, and lack of dissatisfaction at work" [2].

Positive job attitudes enhance performance and job satisfaction and reduce the rate of resignation. Understanding job attitudes and their impact is important for effective human resource management, enhancing employee satisfaction and performance. Individual behavior and good conduct in the work environment can be promoted by contributing excellent work performance, and enhancing individual and organizational success within the administrative structure [3].

Also, "interference in the management of important positions in various administrative structures, and the ambiguity in controlling the completion of their duties, leads to the generation of unfavorable feelings that extend to ridicule of the work environment and the application of laws and regulations. This may even extend to building a concept of mockery of everything that these structures do, including creating an environment for blaming every failure that occurs in the organizational environment. This manifests as suppressed behaviors of internal discontent without the individual informing their superiors of this discontent in order to preserve their gains in the work environment from being lost or exposed to conflicts. This internal discontent, which is not declared by individuals, is a danger that destroys the institution, and it is more serious than direct, declared discontent. The reason is the unfairness or poor application of laws" [4].

The researcher also believes that knowledge of and adherence to the laws empowers members of the federation's general assembly to effectively carry out their duties and improves their administrative performance in Iraqi sports. This suggests that laws are not merely restrictive but rather serve to define and clarify the powers of federation members within the organizational structure and their legal legitimacy in the sports administration environment. Furthermore, the feelings of federation members are inextricably linked to the nature of the organizational structure of Iraqi sports as a whole. Furthermore, "the different mechanisms for coordination and integration between organizational roles in job design can help in designing patterns for building high levels of integration and coordination in jobs and departments, and consequently, the roles that fall within them" [5].

The researcher also observes that attention to the emotional state within the sports administration environment is beneficial when a member of the federation's general assembly feels that their position does not conflict with the powers they have acquired legally under applicable laws.

Moreover, "The power of management derives its legitimacy from the individual's position in the administrative structure, which grants him the authority to issue orders to subordinates to carry out the tasks assigned to them. Individuals respond to this type of power not because of fear of punishment or greed for reward, but because they believe that this individual has full authority to issue these orders. This power is accepted by subordinates as part of the life of the administrative structure, and therefore they comply with it" [6]. "the different situations of social interaction within the administrative formation circles and the individual's Experience and ability are interconnected; they enable individuals to withstand challenges by facing varying levels of psychological pressure [7]. The researcher believes that the current era of sports management tends to be one of creativity in organizational performance across various sports institutions and their administrative structures. It is therefore essential to avoid harming employees' feelings, especially regarding established administrative principles that they have come to consider self-evident or axiomatic when adhering to the sports regulations that underpin their positions.

Today, "total management involves employees in various daily and strategic processes within the management structure, integrating diverse thinking with employee ideas in defining the mission. This strengthens and maintains the relationship between management and employees, and this deliberate collaborative culture fosters a climate of inclusion

within the management structure through employee participation and motivation" [8]. Therefore, to ensure creativity, avoid its obstacles, and transform the implementation of new ideas into innovative outcomes without employee complaints, the responsibilities of the organizational structure and the definition of tasks must be clearly defined and become an integral part of organizational processes [9].

Finally, "sports have begun to usurp important positions through methods that violate the law, given that these sectors are considered private. What is surprising is the silence of the federations and the International Olympic Committee regarding these violations" [10].

Theoretical importance

An attempt by the author to draw the attentiveness of academic researcher in sports management to the best of adhering to the laws that determine the assumption of positions in sports management in the country, by staying away from financial influence, and staying away from the dominance of capital and the interdependence of interests, in order to reduce the phenomenon of indirect discontent through the members of (IOF), which harms their orientations and the adequacy of their completion of the administrative tasks assigned to them.

This is a step by the author to add academic studies in the field of sports management to this type of work, and to provide academic support for researcher regarding the importance of applying the applicable laws and not confiscating administrative positions through legal violations and remaining silent about them, which causes harm in the ambiguity of roles as a result of the overlaps between the powers of the member of the central federation and the heads of clubs and advisors in the organizational structure of the Iraqi Olympic Committee on the one hand, and on the other hand the need to provide support for the emotional state of the member of the central federation for the indirect cases of resentment left by this illegal phenomenon.

Practical Importance

- To provide two metrics in sports management to measure the perceived ambiguity of holding multiple positions within sports institutions from the perspective of members of (IOF), and to measure the indirect dissatisfaction expressed by members of these federations.
- To enable those concerned within the (INF) Committee to amend the mechanisms and regulations that support the implementation of Article

(33) of the National Sports Federations Law No. (24) of (2021), which is currently in force, in order to reduce the phenomenon of individuals holding membership in the executive body of a federation and membership in another sports administrative body simultaneously [1].

- Working to reduce the growing phenomenon of indirect discontent among members of (IOF) and paying attention to their emotional state within the scope of the sports administrative work environment.

After this detailed digression on the importance of applying laws in sports administration to reduce the exacerbation of the phenomenon of role ambiguity, the study problem lies in the researchers attempt to accurately diagnose the undesirable effects of ambiguity in the management of more than one position in sports institutions and the resulting indirect discontent among members of Iraqi Olympic federations, by adopting a diagnostic measurement of the seriousness of the exacerbation of this phenomenon on the application of existing laws, and then finding the relationship between them in order to provide academic support to contain these phenomena in a manner that does not target a specific person, institution or specific administrative structure, so the study problem lies in answering the following two questions:

- *What is the level of violations prevalent in the application of Article (33) of the (INF) Law No. (24) of (2021), which is currently in force, from the perspective of members of the (IOF)?
- *What are the negative repercussions of the ambiguity surrounding the management of multiple positions within sports institutions on the indirect discontent expressed by members of the (IOF)?

The study aimed to build two scales: the ambiguity of managing more than one position in sports institutions and indirect direct complaint behaviors. It also aims to identify the level of these two phenomena from the perspective of members of the (IOF), and to identify the relationship, contribution, and impact of the ambiguity of managing more than one position in sports institutions on the growth of indirect grumbling behaviors through the members of the (IOF) Federations. The author assumes that the results of the scale of the ambiguity of managing more than one position in sports institutions contribute to, are related to, and influence the results of the scale of indirect grumbling behaviors for the study sample.

Methods and Procedures

The problem addressed in this study required the adoption of a descriptive study (observational study),

according to STROBE guidelines, approach using interrelated relationships. The boundaries of the study problem population were represented by the members of the (IOF), who continued to practice their administrative work in the sports season (2024/2025) in (26) federations, with a total number of (217) individuals. All of them were deliberately selected using a comprehensive enumeration method for the study sample at a rate of (100%) of the original population. At the beginning of the work, it was treated as a single sample, then it was divided according to the requirements of the current study into three samples, as shown in the description of this population with a specific number in Table 1.

Table 1. Shows the explain of the study population and its items.

S	Olympic Union	Total number	Construction sample	Application sample	Exploratory sample
1	Football	13	5	6	2
2	Basketball	11	4	5	2
3	Volleyball	7	3	4	-
4	Handball	8	4	4	-
5	Badminton	8	4	4	-
6	Table tennis	8	4	4	-
7	Wrestling	7	3	4	-
8	Rugby	7	3	4	-
9	Taekwondo	6	3	3	-
10	Boxing	8	4	4	-
11	Triathlon	8	4	4	-
12	Tennis	9	4	5	-
13	Gymnastics	6	3	3	-
14	Canoeing	9	4	5	-
15	Rowing	9	4	5	-
16	Sailing and Water Sports	11	4	5	2
17	Fencing	9	4	5	-
18	Weightlifting	8	4	4	-
19	Judo	8	4	4	-
20	Triathlon	9	4	5	-
21	Golf	7	3	4	-
22	Equestrian	9	4	5	-
23	Athletics	10	5	5	-
24	Swimming	8	4	4	-
25	Shooting	7	3	4	-
26	Archery	7	3	4	-
Total		217	98	113	6
Percentages		%100	%45.161	%52.074	% 2.765

Source: Own authorship.

The problem under investigation highlighted the current study need to diagnose and measure the two phenomena under investigation from the perspective of members of the (ION) Federations. This necessitates the construction of two paper-and-pencil scales, following the scientific methodology, to reach the required solutions through them. Therefore, the researcher resorted to the following procedural steps

and statistical treatments:

***Explanation on of the reasons for construction:**

The specific nature of the study in dealing with these two phenomena from the perspective of the members of the (IOF) in particular necessitated that there be logical reasons for adopting the construction of the two main measurement tools in this study.

***Analysis of the common characteristics of the study population:**

It was found that the ages of this target population for the study range between (26-74) years AD, and they are those who are officially registered in the structures and duties of the central Iraqi sports federations who are subject to the specificity of the study, and they are at different levels in their educational achievement, and the specificity of the measurement excludes the variables associated with their specificity and the duration of their membership in these central federations.

***Adopting the theoretical framework to define the concepts of the two phenomena under investigation:**

The theoretical framework presented in the introduction to this study and its problem statement was adopted as a reference for defining each phenomenon in formulating and directing the items to suit the specific characteristics of the target sample.

***Conducting the initial preparation of the scale items:**

The researcher adhered to the requirements for formulating the items of the two scales, taking into account their specific focus on sports management and the specific characteristics of the target sample. The content of this scale was closed with 3 alternatives: (always applies to me, sometimes applies to me, and does not apply to me), using a Likert scale with progressively increasing weights of 3, 2, and 1, respectively.

***Verifying the face and logical validity of the two scales:**

To verify this psychometric condition of the measurement tools, the researcher prepared a paper questionnaire to survey the opinions of (15) experts in sports management, and attached copies of the two scales to them to obtain their agreement on all the details of the two scales. They agreed among themselves with a percentage of (100%) to keep the items as they are. These procedures were carried out during the period from Tuesday, January 7, 2025, until Thursday, January 16, 2025, in order to verify the face and logical validity of the two scales.

***Conducting the pilot study for the two scales:**

This pilot study was conducted on the members of the experimental group, numbering (6) individuals, at the headquarters of the federations for the period of time extending from Sunday, corresponding to (19/1/2025)

until Thursday, corresponding to (22/1/2025), for two main purposes: to find out what difficulties or obstacles might be expected to be encountered in applying the two scales when conducting the main survey study, and to calculate the arithmetic mean of the response to each scale for organizational purposes, which amounted to (8) minutes for each of them.

***Verification of the construct validity (discriminatory power – internal consistency) of the two scales:** To fulfill this psychometric requirement for the two scales, they were administered to the (113) individuals in the construction sample over the period from Sunday, January 26, 2025, to Thursday, February 6, 2025. The item scores were then entered and statistical analysis was performed on them as follows:

***First: The discriminatory power of the two scales:** The researcher adopted the two-groups approach, after arranging the item scores in descending order and multiplying them by (27%) to extract the number of these two equal groups, which amounted to (30.51) in each group, rounded to (31). Then, statistical analysis was performed between these two groups using the (t) law for uncorrelated samples to find the differences between the two groups and for each item in each of the (2) measurement, as shown in the score of the following Tables 2 and 3.

Table 2. Shows the score of the discriminatory ability of the items of the measurement of ambiguity of managing more than one position in sports institutions.

Paragraph sequence 2 terminal sits		Paragraph distinction	Statistical comparison between the degree of the 2 extreme sits					
			the difference	(Sig)	(t)	A ±	From	No.
1	↑	distinguished	indicates	0.000	12.625	0.508	2.52	31
	↓					0.341	1.13	31
2	↑	distinguished	indicates	0.000	13.961	0.508	2.48	31
	↓					0.25	1.06	31
3	↑	distinguished	indicates	0.000	9.644	0.502	2.42	31
	↓					0.445	1.26	31
4	↑	distinguished	indicates	0.000	10.844	0.506	2.45	31
	↓					0.402	1.19	31
5	↑	distinguished	indicates	0.000	11.675	0.508	2.48	31
	↓					0.374	1.16	31
6	↑	distinguished	indicates	0.000	11.225	0.475	2.68	31
	↓					0.475	1.32	31
7	↑	distinguished	indicates	0.000	13.721	0.425	2.77	31
	↓					0.445	1.26	31
8	↑	distinguished	indicates	0.000	10.541	0.502	2.58	31
	↓					0.461	1.29	31
9	↑	distinguished	indicates	0.000	10.23	0.461	2.71	31
	↓					0.506	1.45	31
10	↑	distinguished	indicates	0.000	13.389	0.301	2.9	31
	↓					0.508	1.48	31
11	↑	distinguished	indicates	0.000	15.652	0.475	2.68	31
	↓					0.301	1.1	31

12	↑	distinguished	indicates	0.000	18.977	0.402	2.81	31
	↓	distinguished	indicates	0.000	18.977	0.301	1.1	31
13	↑	distinguished	indicates	0.000	12.625	0.508	2.52	31
	↓	distinguished	indicates	0.000	12.625	0.341	1.13	31
14	↑	distinguished	indicates	0.000	13.467	0.486	2.65	31
	↓	distinguished	indicates	0.000	13.467	0.374	1.16	31
15	↑	distinguished	indicates	0.000	13.17	0.461	2.71	31
	↓	distinguished	indicates	0.000	13.17	0.425	1.23	31
16	↑	distinguished	indicates	0.000	14.386	0.445	2.74	31
	↓	distinguished	indicates	0.000	14.386	0.402	1.19	31
17	↑	distinguished	indicates	0.000	13.721	0.425	2.77	31
	↓	distinguished	indicates	0.000	13.721	0.445	1.26	31
18	↑	distinguished	indicates	0.000	8.824	0.506	2.55	31
	↓	distinguished	indicates	0.000	8.824	0.502	1.42	31
19	↑	distinguished	indicates	0.000	9.428	0.502	2.58	31
	↓	distinguished	indicates	0.000	9.428	0.495	1.39	31
20	↑	distinguished	indicates	0.000	17.321	0.18	2.97	31
	↓	distinguished	indicates	0.000	17.321	0.486	1.35	31

Paragraph discrimination: (Sig) > (0.05) at a sign stage of (0.05) and score of free of (60). Source: Own authorship.

Table 3. Shows the results of the discriminatory ability of the sample on the scale of indirect complaining behaviors.

Paragraph sequence 2 terminal sits		Paragraph distinction	Statistical comparison between the degree of the 2 extreme sits					
			the difference	(Sig)	(t)	A ±	From	No.
1	↑	distinguished	indicates	0.000	13.279	0.402	2.81	31
	↓					0.475	1.32	31
2	↑	distinguished	indicates	0.000	11.145	0.425	2.77	31
	↓					0.506	1.45	31
3	↑	distinguished	indicates	0.000	13.084	0.301	2.9	31
	↓					0.508	1.52	31
4	↑	distinguished	indicates	0.000	13.689	0.250	2.94	31
	↓					0.506	1.55	31
5	↑	distinguished	indicates	0.000	12.277	0.506	2.55	31
	↓					0.374	1.16	31
6	↑	distinguished	indicates	0.000	13.389	0.508	2.52	31
	↓					0.301	1.1	31
7	↑	distinguished	indicates	0.000	9.443	0.506	2.45	31
	↓					0.461	1.29	31
8	↑	distinguished	indicates	0.000	10.575	0.508	2.48	31
	↓					0.425	1.23	31
9	↑	distinguished	indicates	0.000	12.019	0.502	2.58	31
	↓					0.402	1.19	31
10	↑	distinguished	indicates	0.000	11.252	0.461	2.71	31
	↓					0.486	1.35	31
11	↑	distinguished	indicates	0.000	13.8	0.402	2.81	31
	↓					0.461	1.29	31
12	↑	distinguished	indicates	0.000	10.468	0.495	2.61	31
	↓					0.475	1.32	31
13	↑	distinguished	indicates	0.000	10.374	0.445	2.74	31
	↓					0.508	1.48	31
14	↑	distinguished	indicates	0.000	13.961	0.25	2.94	31
	↓					0.508	1.52	31
15	↑	distinguished	indicates	0.000	16.814	0.425	2.77	31
	↓					0.341	1.13	31
16	↑	distinguished	indicates	0.000	16.694	0.374	2.84	31
	↓					0.402	1.19	31

17	↑	distinguished	indicates	0.000	12.277	0.506	2.55	31
	↓					0.374	1.16	31
18	↑	distinguished	indicates	0.000	12.141	0.475	2.68	31
	↓					0.445	1.26	31
19	↑	distinguished	indicates	0.000	12.611	0.445	2.74	31
	↓					0.461	1.29	31
20	↑	distinguished	indicates	0.000	14.343	0.425	2.77	31
	↓					0.425	1.23	31

Paragraph discrimination: (Sig) > (0.05) at a sign stage of (0.05) and score of free of (60). Source: Own authorship.

Second: Internal Consistency of the Scales

To verify the second condition of construct validity, the degree of the construct sample was statistically analyzed using Pearson's simple correlation coefficient between the weighted degree of each item and the full degree to which it belongs, as shown in the score of Tables 4 and 5.

Table 4. Shows the internal consistency of the correlation between the degree of each item and the full degree of the scale measuring the ambiguity of managing more than one position in sports institutions.

(Sig)	Correlation values between samples and the overall scale score	S	(Sig)	Correlation values between samples and the overall scale score	S
0.000	0.773*	1	0.000	0.485*	11
0.000	0.742*	2	0.000	0.696*	12
0.000	0.632*	3	0.000	0.485*	13
0.000	0.585*	4	0.000	0.628*	14
0.000	0.753*	5	0.000	0.741*	15
0.000	0.662*	6	0.000	0.512*	16
0.000	0.586*	7	0.000	0.637*	17
0.000	0.554*	8	0.000	0.468*	18
0.000	0.522*	9	0.000	0.501*	19
0.000	0.684*	10	0.000	0.642*	20

*Paragraph consistency: (Sig) > (0.05) at degrees of free (111) and sign stage (0.05). Source: Own authorship.

Table 5. Shows the internal consistency of the correlation between the items and the total score of the indirect complaining behaviors scale.

(Sig)	Correlation values between samples and the overall scale score	S	(Sig)	Correlation values between samples and the overall scale score	S
0.000	0.606*	1	0.000	0.375*	11
0.000	0.555*	2	0.000	0.591*	12
0.000	0.822*	3	0.000	0.805*	13
0.000	0.745*	4	0.000	0.682*	14
0.000	0.593*	5	0.000	0.661*	15
0.000	0.402*	6	0.000	0.593*	16
0.000	0.591*	7	0.000	0.607*	17
0.000	0.662*	8	0.000	0.618*	18
0.000	0.572*	9	0.000	0.682*	19
0.000	0.628*	10	0.000	0.595*	20

*Paragraph consistency: (Sig) > (0.05) at score of free n - 2 = (111) and sign stage (0.05). Source: Own authorship.

*Verification of the reliability of the two scales:

The researcher verified the reliability of the two measurements by conducting statistical analysis of the scores of their application to the construction sample in this study using the law of the (Alpha-Cronbach's) coefficient, which reached (0.944) for the scale of ambiguity of managing more than one position in sports institutions, and the value of this reliability for the measurement of indirect complaining behaviors reached (0.906) with a degree of free (111) and a sign stage (0.05).

*Verification of the Normality of the two measurements:

To verify the suitability of each scale for the target sample, their scores on the construct sample were statistically analyzed to find the normality of this sample, as shown in the results of Table 6.

Table 6. Shows the final statistical parameters and normality values for each scale.

twist	standard deviation	SMA	Total grade	Number of paragraphs	Number of building sample	Scale name
-0.087	5.387	48.12	60	20	113	Ambiguity surrounding the management of multiple positions within sports organizations
-0.122	5.321	49.91	60	20	113	Indirect forms of discontent

The normal distribution is a natural distribution: the deviation value is defined between (1+) to (1-). Source: Own authorship.

By completing the structural procedures and statistical processing on the sample structure, each of the two scales became in its final form (Appendix 1 and 2) with a total score for each scale ranging between (20-60) and with a hypothetical mean of

(40), meaning that the higher the individual's degree on each of the two measurements, the higher the level of the two undesirable phenomena from the point of view of this responding individual.

Ethical Approval

Formal approval to carry out the study was obtained by University of Baghdad. College of Physical Education & Sports Sciences in accordance with the Helsinki criteria, the latest revision of which was in 2024.

Conducting the main survey study (application of the two scales)

The survey procedures began for the period of

time extending from Sunday, February 9, 2025, until Thursday, February 27, 2025, on the main application sample specified as (98) individuals, and by directly measuring the viewpoint of the members of the (IOF) on these two phenomena being study, and the data were transcribed for each of the two paper scales separately.

Statistical methods

The results were processes by using the SPSS program to auto extract the ratio values, the average calculation, the standards deviation, the uncorrelated samples t-test, the simplified Pearson correlation coefficient, Cronbach's alpha equation, Simplified Pearson correlation coefficient, the one-sample t-test, and the linear regression coefficient.

Results

Table 7 shows the results of comparing the average calculation of each scale with its hypothetical mean.

Indicates	(Sig)	(t)	Average Difference between the two averages	standard deviation	SMA	hypothetical mean	Total grade	Scale name
Indicates	0.000	16.418	8.061	4.861	48.06	40	60	Ambiguity surrounding the management of multiple positions within sports organizations
Indicates	0.000	19.864	9.939	4.953	49.94	40	60	Indirect forms of discontent

Source: Own authorship.

The unit of measurement is (degrees), the difference is sign if (Sig) > (0.05) at the degree of free (n-1) = (97) and the sign stage is (0.05).

Table 8. Shows the score of the correlation between the degree of the (2) measurements, simple linear regression, contributions rate, and standards error.

Standard error of estimation	Contribution percentage	linear regression coefficient (R) ² Coefficient of determination	Simple correlation Coefficient (R)	affected	Influential
1.405	0.92	0.92	0.959	Indirect complaining behaviors	Ambiguity surrounding the management of multiple positions within sports organizations

*n = 98. Source: Own authorship.

Table 9. Shows the score of the (F) test to check the quality of fit of the linear regression sample for the degree of the(2) measurements.

Indicates	(Sig)	(F)	Average of squares	Degrees of Free	total of squares	Variance	affected	Influential
Indicates	0.000	1110.253	2190.249	1	2190.249	decline	Indirect complaining behaviors	Ambiguity surrounding the management of multiple positions within sports organizations
			1.973	96	189.384	Mistakes		

Table 10. Represents the results of the slope (effect) and the fixed limit estimates for the degree of the two measurements.

moral	(Sig)	(t)	standard error	β	Variables	Influential
moral	0.040	2.083	1.417	2.953	Constant Limit	
moral	0.000	33.320	0.029	0.978	Ambiguity in managing multiple positions within sports organizations	Indirect complaining behaviors

*(t) is sign if the (Sig) score is > (0.05) at the sign stage of (0.05). Source: Own authorship.

Discussion

Based on the results in Table 7, it was conclude that the average calculation of the two undesirable processes under study exceeded the hypothetical mean for each measure of these processes. Based on the results in Table 8, we conclude that the phenomenon of ambiguity has increased in the management of multiple positions within sports institutions, contributing to a correlation. The strength of this correlation is directly proportional to its negative impact on the increase of indirect acts of dissatisfaction among members of Iraqi Olympic federations. This was confirmed by the calculated results in Table 9, which demonstrated a good fit for this regression sample. Furthermore, the results in Table 10 confirmed the impact and sign of the phenomenon of ambiguity in the management of multiple positions within sports institutions on the increase in indirect acts of dissatisfaction among members of the (ION) Federation.

The author attributes the emergence of these results for the ambiguity scale of managing more than one position in sports institutions to the attraction of the study sample to their feeling that the ambiguity of

managing more than one position in sports institutions always hinders my skills that allow me to perform my duties, always reduces the powers of the Olympic Federation member, always obliges them to perform duties they are not convinced of, always reduces the inflation of the basic resources for the success of the Federation's work, and always stands against innovations that facilitate the administrative work of my Federation.

It always hinders the cooperation of the administrative body members in amending the annual plan, always reduces the support for a positive atmosphere between the administrative body members and the employees of the union, always limits equal opportunities for the participation of the administrative body members in implementing the annual plan, always hinders the spirit of initiative and creativity among all employees of the union, always hinders the development of visions in decision-making in the union, always limits equal opportunities for the participation of the administrative body members in implementing the annual plan, always hinders the spirit of initiative and creativity among all employees of the union, always hinders the development of visions in decision-making in the union, always restricts the implementation of decisions after they have been made in the union, always confuses the clarity of visions in setting the annual plan for the union, and always makes them feel that it is a violation in this administrative system, and sometimes makes them feel that it hinders giving them skills that allow them to perform their duties.

Sometimes it hinders the naming of the person responsible for implementing the decision and holding him accountable, sometimes it confuses the internal environment of the federation, sometimes it imposes restrictions on them in completing their supervisory duty, and sometimes it marginalizes the acceptance of opinions in making federation decisions. This has been reflected in the increase of indirect discontent behaviors in the growing emotional states of members of Olympic federations and their attraction to always feel psychological pressure at work when the phenomenon of ambiguity in managing more than one position in sports institutions continues, and they always feel mental exhaustion when they follow the continuation of making conflicting decisions in light of the continuation of this illegal phenomenon.

They always feel resentment when implementing the federation's instructions in light of the continuation of this phenomenon, and they always feel that what is happening is unfair in light of the continuation of this phenomenon, and they are always bothered by the lack of efficiency in paying attention to follow-up

procedures, and the continuation of this phenomenon always harms their mental health and bothers them, and they always suffer from the excessive branching of instructions in light of the continuation of this phenomenon, and they always feel that the continuation of the phenomenon of ambiguity in managing more than one position in sports institutions is a destruction of sports management and not just a legal violation, and they often feel that it is unfair for influential people to control the management of more than one position in sports institutions.

They often feel that it is difficult for them to reconcile the desires of those who hold more than one position in sports institutions, and they often feel annoyed by the lack of clarity in determining the mechanism for evaluating the continuation of the phenomenon of ambiguity in the management of more than one position in sports institutions, as knowledge and commitment to the laws gives a member of the federation satisfaction that increases the improvement of the administrative performance of his work by avoiding mistakes and raising the value of the planned and completed work and the time period for its completion with all efficiency and limiting indirect internal complaints and help in achieving the requirements of work. Thus, laws cannot be seen as existing only to be adhered to, but rather to define and explain powers, and it is necessary to adhere to their legal legitimacy within the organizational structure of the administrative work environment of Olympic federations.

Furthermore, "successful management is characterized by its focus on creating schedules that arrange tasks in chronological order and link them together" [11]. Indeed, "an individual worker's perception of distributive justice is achieved through comparing the proportion of their earnings with the inputs and outputs of another worker" [12].

Also, "competition places responsibilities on senior management, particularly regarding the adoption of modern management technologies and keeping pace with developments and competition among administrative structures to advance on various levels" [13]. "The organizational structure of an institution cannot achieve progress, advancement, and innovation if authoritative and non-authoritative powers overlap, given that organizational circles will experience overlaps that contradict the instructions regulating the work and responsibilities of each individual within the relevant administrative structure" [14].

Likewise, "pressureful situations in the organizational environment and overlapping powers increase employee dissatisfaction, which is reflected in a decrease in the level of motivation and drive among

administrative leaders and employees" [15]. "Attention to the psychological well-being of administrative staff acts as a motivator, counteracting the lack of motivation and dissatisfaction that can arise from the nature of their assigned tasks" [16]. Furthermore, "Among the core duties of administrative structures, and a primary factor in their success, is addressing the emotional states of employees and their positive and negative impact on workflow" [17].

Conclusion

The scale measuring ambiguity surrounding the management of multiple positions in sports institutions is suitable for its intended purpose of scale the views of members of IOF and meets the scientific requirement of paper-and-pencil standard. The standard measuring indirect dissatisfaction behaviors is suitability for its intended purpose of measuring this phenomenon among members of IOF and meets the scientific requirements of paper-and-pencil scales. The phenomenon of ambiguity surrounding the management of multiple positions in sports institutions is widespread across various sectors of Iraqi sports. An undesirable stage of indirect discontent exists through members of ION federations due to the prevalence of opaque management of multiple positions within sports institutions. The increasing opaque management of multiple positions within sports institutions has a direct correlation with the negative impact of increased indirect discontent among members of IOF.

Recommendations

1. It is essential that psychological assessments be conducted for members of (IOF) to measure the phenomenon of indirect dissatisfaction within their administrative workspace.
2. It is essential for government oversight bodies to ensure the implementation of existing laws governing Iraqi sports administration within non-governmental organizations, of which the Olympic Committee and sports federations are examples.
3. It is essential to establish specialized committees within the Iraqi Ministry of Youth and Sports to mitigate the negative effects of the ambiguity surrounding the management of multiple positions within sports institutions, by enforcing existing laws governing Iraqi sports administration.

CRedit

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Ethical Approval

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Informed Consent

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Not applicable.

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It was performed.

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Appendixes

Appendix 1 illustrates the ambiguity scale for managing more than one position in sports organizations.

Alternative answers to paragraph statements			Content of the scale items	S
It doesn't apply to me	It sometimes applies to me	It always applies to me		
			The ambiguity surrounding the management of multiple positions within sports organizations hinders my ability to develop the skills necessary to fulfill my duties	1
			The ambiguity surrounding the management of multiple positions within sports organizations reduces my authority as a member of an Olympic federation	2
			The ambiguity surrounding the management of multiple positions within sports organizations compels me to perform duties I am not convinced of.	3
			I feel that the ambiguity surrounding the management of multiple positions within sports organizations imposes limitations on my ability to fulfill my oversight responsibilities	4
			The lack of transparency in managing more than one position in sports organizations reduces the inflation of the essential resources for the success of the federation's work	5
			The ambiguity surrounding the management of more than one position in sports institutions stands in opposition to innovations that facilitate the administrative work of federations	6
			The ambiguity surrounding the management of multiple positions within sports organizations impedes collaboration among board members in revising the annual plan	7
			The ambiguity surrounding the management of multiple positions within sports organizations hinders the ability of board members to function as a unified team within the federation	8

		The ambiguity surrounding the management of multiple positions within sports organizations reduces the fostering of a positive atmosphere among board members and federation staff..	9
		The ambiguity surrounding the management of multiple positions within sports organizations limits equal opportunities for board members to participate in the implementation of the .annual plan	10
		The lack of clarity in the management of more than one position in sports institutions hinders the spirit of initiative and creativity among all .employees of the federation	11
		The ambiguity surrounding the management of more than one position in sports institutions encourages a lack of respect for administrative laws in ..various sports institutions	12
		The lack of clarity in managing more than one position in sports institutions hinders the development of visions for ...decision-making in the federation	13
		The ambiguity surrounding the management of more than one position in sports institutions confuses the mechanisms for making and taking decisions in the internal environment ..of the federation	14
		The lack of transparency in managing multiple positions within sports organizations hinders the implementation of decisions made within the federation.	15
		This lack of transparency also discourages the acceptance of diverse viewpoints in federation decision-making	16
		Furthermore, the lack of transparency in managing multiple positions within sports organizations contributes to the concentration of power in federation decisions	17
		The ambiguity surrounding the management of multiple positions within sports organizations hinders the identification and accountability of those responsible for implementing decisions.	18
		This ambiguity also obscures the clarity of vision and the development of the federation's annual plan.	19
		I feel that the continued ambiguity surrounding the management of multiple positions within sports organizations constitutes a violation of .this administrative system	20

Appendix 2 illustrates the standard of indirect complaining behaviors through the members of (ION) federations.

Alternative answers to paragraph statements			Content of the scale items	S
It doesn't apply to me	It sometime s applies to me	It always applies to me		
			I feel psychologically stressed at work when the issue of overlapping responsibilities within sports organizations persists.	1
			I experience mental exhaustion when I witness the continued conflicting decision-making processes stemming from this ongoing problem of overlapping responsibilities within sports organizations.	2
			I feel resentful when implementing the federation's instructions in light of the continued phenomenon of ambiguity in the management of more than one position in .sports institutions	3
			I feel mentally exhausted when completing my tasks due to the ongoing issue of ambiguity surrounding the management of multiple positions within sports organizations.	4
			I feel that the current situation is unfair, given the continued ambiguity surrounding the management of multiple positions within sports organizations.	5
			I am bothered by the lack of engagement in finding solutions to the ongoing phenomenon of ambiguity surrounding the management of .more than one position in sports institutions	6
			I believe that the continued lack of transparency in managing multiple positions within sports organizations is detrimental to my mental health.	7
			I feel wronged by the continued lack of transparency in managing multiple positions within sports organizations.	8
			I believe it is unfair for influential people to control more than one position in sports .institutions	9

			I am concerned about the lack of attention given to addressing the persistent problem of multiple positions being held by individuals in sports organizations.	10
			I am troubled by the ineffectiveness of the procedures for monitoring and addressing this issue	11
			I believe that everything that is happening is chaos, given the continued phenomenon of ambiguity in the management of more than .one position in sports institutions	12
			The continued lack of clarity regarding the management of multiple positions within sports organizations is impacting my work responsibilities.	13
			I am overwhelmed by the sheer volume of instructions stemming from this ongoing situation.	14
			I am bothered by the continued phenomenon of ambiguity in the management of more than .one position in sports institutions	15
			I am troubled by the continued practice of holding multiple positions in sports institutions without proper oversight.	16
			I believe that this practice is not merely a legal violation, but a destructive force against sports administration.	17
			I believe that the continued phenomenon of ambiguity in the management of more than one position in sports institutions will .negatively affect the future of Iraqi sports	18
			I find it difficult to reconcile the desires of those who hold multiple positions in sports organizations.	19
			I am bothered by the lack of clarity in defining the mechanism for evaluating the continuation of the phenomenon of ambiguity in managing more than one position in sports .institutions	20