



# The Role of Administrative Empowerment for Employees in Sports Forums from The Point of View of Sports Forum Managers and Employees

Othman Jamal Muschit<sup>1</sup>, Waad Abdul Raheem Farhan<sup>1\*</sup>

<sup>1</sup>Faculty of Physical Education and Sports Sciences, University of Anbar, Anbar governorate, Iraq.

Corresponding author: [pe.studyandlife\\_56@uoanbar.edu.iq](mailto:pe.studyandlife_56@uoanbar.edu.iq)

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**ABSTRACT** The research endeavors to establish a comprehensive measure of administrative empowerment among employees within sports forums under the purview of the Youth and Sports Directorates in Iraq. Additionally, it seeks to ascertain the current status of administrative empowerment as perceived by both forum directors and their employees. Employing a descriptive methodology, the study engages a sample comprising forum directors and staff members within the Iraqi Youth and Sports Directorates, totaling 276 supervisors. Utilizing established scientific frameworks, the research team meticulously crafted the measurement scale. Rigorous statistical analyses were then conducted to ensure the scale's integrity, encompassing considerations of validity and reliability. Specifically, construct validity was assessed, encompassing discriminant ability and internal consistency coefficients, revealing the significance of all statements. Moreover, the reliability coefficient (Cronbach's alpha) confirmed the stability of the scale, registering a commendable score of 0.887. To fulfill the research objective of evaluating the current state of administrative empowerment among sports forum employees within Iraqi Youth and Sports Directorates, the administrative empowerment scale was administered to a subset of the sample, comprising 122 supervisors. Results indicate a notably positive level of administrative empowerment among workers in these forums, suggesting a prevalent administrative culture within the researched cohort.

**Keywords:** Organizational Dynamics, Administrative Empowerment, Performance Enhancement, Sports Management, Organizational Culture.

## 1 INTRODUCTION

In contemporary management practices, there is a discernible shift toward embracing innovation and creativity to instigate substantial transformations in administrative paradigms, transitioning from conventional management to change and knowledge management methodologies, leveraging novel approaches. The rapid evolution of sports management undoubtedly plays a pivotal role in augmenting the capacity of sports and youth institutions to realize their objectives, emphasizing the imperative of enhancing employee performance through administrative empowerment. This entails fostering a conducive environment that encourages innovation, facilitating fundamental enhancements in operational processes and administrative strategies, alongside the utilization of available knowledge assets to advance organizational objectives. A proficient administrator well-versed in administrative intricacies can systematically serve the sports domain, catalyzing positive change (Weight & Zullo, 2015). Presently, the global landscape witnesses the emergence of influential forces reshaping sports administration and management systems, necessitating fundamental shifts in organizational strategies. These forces, epitomized by globalization, modern technology, heightened competition, and evolving economic and political structures, exert profound effects on diverse entities, including sports and youth organizations, compelling them to swiftly adapt and proactively respond to sustain continuity amidst rapid developments.

Numerous conceptual frameworks have surfaced to enhance administrative performance, notably administrative empowerment, which assumes heightened significance in the context of sports forums and youth directorates. Sports forums are platforms or communities where people gather to discuss various aspects of sports and enjoy sports events. These forums typically allow users to create threads or topics related to different sports, teams, players, events, or any other relevant subjects. Members can then participate by posting their opinions, analyses, news updates, and other content related to the topics being discussed. Directors and employees bear the responsibility for the success or failure of their respective institutions, underscoring the paramount importance of attending to employee management, guidance, and motivation. Administrative empowerment comprises giving workers authority and responsibility, encouraging their participation in decision-making processes, and empowering them to complete duties independently (Abou Elnaga & Imran, 2014). This collaborative approach, aided by improved management-staff relationships, is critical in overcoming organizational stagnation and creating a successful atmosphere. The significance of this research lies in elucidating the role of administrative empowerment within sports forums of Iraqi youth and sports directorates, exploring its impact on job performance from the perspective of workers, and elucidating its pivotal role in fostering a dynamic, developmental milieu aligned with contemporary demands. Administrative empowerment has emerged as the cornerstone of administrative creativity across various sectors, including sports and youth management, as contemporary institutions navigate through intricate and evolving conditions, necessitating a culture of creativity to drive problem-solving, decision-making, and innovation. To address the research problem, the study endeavors to answer the following inquiries: What is the current status of administrative empowerment among directors of sports forums within Iraqi youth and sports directorates? The research aims to devise a comprehensive measure of administrative empowerment for workers within these forums and assess the actual state of administrative empowerment from the perspectives of sports forum directors and employees.

One important study in the topic is (Kamal, 2018), The study's goal is to clarify the idea of administrative empowerment, including its components and relevance in sports management and facilities administration. The study's core inquiry pertains to the extent of administrative empowerment's influence on the enhancement of sports facility management. To address this, the following hypotheses are posited:

**General Hypothesis:** Administrative empowerment plays a pivotal role in enhancing sports facility management.

**Partial Hypotheses:** Effective communication and information sharing contribute to the improvement of sports facility management. Trust-building between employees and officials is instrumental in enhancing sports facilities. Material and moral incentives serve as catalysts for enhancing the management of sports facilities.

Another pertinent study conducted by (Amini, et al 2014) sheds light on the significant impact of knowledge management in bolstering administrative empowerment among physical education supervisors. The study underscores the pivotal role of these variables in fostering success within sports activities and addressing the challenges confronted by educational supervisors, who often grapple with substantial accumulations of responsibilities. The study contends that sports serve as a conduit for devising solutions to facilitate the provision of educational objectives sought by supervisors. Consequently, the researcher embarked on this investigation to elucidate the essence of the supervisor's role and its profound impact on the teacher evaluation process, while concurrently advocating for the provision of requisite support to fortify this role in fulfilling supervisory objectives. The study aims to explore the interplay between knowledge management and administrative empowerment to effectuate substantial changes aligned with the evolving landscape of developments and enhancements encountered

by supervisors at various levels of operation, spanning from directorates to individual teachers' activities.

A study conducted by (Al-Azzawi & Falih, 2018) aimed to underscore the critical significance of administrative empowerment as a potent mechanism for enhancing and cultivating the performance efficiency of administrative leaders. Identifying a prevalent disparity in the performance efficiency of certain administrative leaders within educational institutions, the researchers observed a notable correlation between the lack of administrative empowerment and diminished job performance. The study sought to elucidate the relationship between administrative empowerment and job performance among employees within departments and colleges of physical education and sports sciences.

The research cohort comprises administrative leaders within colleges and departments of physical education and sports sciences in Iraq, encompassing roles such as dean's assistants, department heads, rapporteurs, members of scientific committees, performance evaluation specialists, and scientific affairs personnel, totaling 170 individuals. Employing two measures of administrative empowerment, the researchers refrained from extrapolating specific results, opting instead for appropriate statistical methodologies. Their analysis revealed a discernible relationship between administrative empowerment and the adequacy of performance among administrative leaders in these educational institutions. Consequently, the researchers advocate for the active implementation of administrative empowerment practices, recognizing its pivotal role in enhancing job performance. In a separate study by (Shaker & Rahim, 2023) aimed to construct a comprehensive measure of organizational flexibility within the Iraqi National Olympic Committee and to assess organizational flexibility from the perspective of administrative body members in sports federations. Adopting a descriptive survey methodology suited to the research's nature, the study targeted members of administrative bodies within Olympic sports federations, totaling 26 federations and 210 members. The researchers conducted a meticulous statistical analysis of the scale's items to ensure compliance with scientific standards, specifically focusing on validity and reliability. Comprising 20 items, the scale was administered to the research sample, leading to the conclusion that the Iraqi National Olympic Committee exhibits flexibility in its operations and organization, particularly in goal-setting and strategic planning. However, the study highlighted deficiencies in program alignment with purposeful plans and a forward-looking vision, necessitating improvements for achieving ideal organizational standards within sports federations.

## 2 METHODOLOGY

The researchers employed a descriptive survey methodology tailored to the research's objectives. The research community comprised members of administrative bodies across Olympic sports federations, totaling 26 federations and 210 members. From this community, the research sample was purposively selected by the two researchers. Initially, a set of 29 phrases was formulated and presented to experts, from which 9 phrases were subsequently removed based on feedback, resulting in a refined scale consisting of 20 phrases. This final version of the scale was then administered to the research sample.

The descriptive approach was utilized to achieve the research objectives, with the research sample consisting of 276 supervisors, including directors of sports forums and workers within the youth and sports directorates in Iraq, as detailed in **Table 1**.

**Table 1:** distribution of the research sample

No.	Sample size	Pilot test samples	Construction samples	Applicant samples	excluded
1	276	12	138	120	6

To ensure the scientific robustness of the scale, the researchers conducted a comprehensive statistical analysis of its terms. This analysis confirmed the scale's adherence to scientific standards, particularly in terms of validity and reliability.

Validity assessment involved establishing construct validity, encompassing discriminatory ability and internal consistency coefficients. All statements exhibited significance, as documented in **Appendixes (B) and (C)**. Reliability, as assessed by the Cronbach's alpha coefficient, indicated the stability of the scale with a score of 0.887. Statistical analyses, including calculations of arithmetic means, standard deviations, and t-tests for independent samples, were performed using the Statistical Package for the Social Sciences (SPSS). Subsequent to these methodological steps, the scale was administered to the research sample comprising 100 individuals.

### 3 RESULTS

**Table 2** presents an overview of the statistical characteristics pertaining to the research sample's specifications, particularly focusing on the dimension of administrative empowerment. The selected population's mean administrative empowerment score is 114.885, suggesting that respondents feel a high level of empowerment. The standard deviation of 12.131 represents the degree of variability or dispersion of individual scores around the mean, providing information on the degree of agreement or divergence within the sample. Furthermore, the coefficient of skewness, estimated as 0.789, indicates the degree of asymmetry in the distribution of scores around the mean. This statistic aids in understanding the shape of the distribution and may reveal any bias toward one end of the scale.

**Table 2:** the display of statistical data for the specifications of the research sample

Scale	Mean	Std. Deviation	coefficient of skewness
Administrative empowerment	114.885	12.131	0.789

Moving to **Table 3**, a comprehensive analysis of the research scale is presented, offering insights into various statistical parameters and the outcomes of hypothesis testing. The mean score for administrative empowerment, reported at 114.885, provides a central tendency measure indicative of the average perceived level of empowerment within the sample. Correspondingly, the standard deviation of 12.131 highlights the extent of dispersion of individual responses around this mean value, shedding light on the degree of variability or consistency in perceptions of empowerment among respondents.

Hypothesis testing outcomes are crucial for discerning the significance of differences between observed and expected mean scores. In this context, the hypothesized mean for administrative empowerment is set at 90, representing a benchmark against which the observed mean is evaluated. The calculated t-value of 22.657 indicates the magnitude of the difference between the observed and hypothesized means, with higher values suggesting greater deviations. Importantly, the associated significance level (Sig.) of 0.000 signifies a statistically significant difference, underscoring the robustness of the observed findings. This indicates that

the perceived level of administrative empowerment significantly exceeds the hypothesized mean of 90, implying a notable degree of empowerment among the sampled population.

**Table 3:** the arithmetic mean, the hypothesized mean, the standard deviation, the calculated (T) value, the true significance, and the type of difference for the research scale.

Variable	Mean	Std. Deviation	T-value	Sig.
Administrative empowerment	114.885	12.131	22.657	0.000
Hypothetical mean			90	

To achieve the research goal of knowing the reality of administrative empowerment among workers in sports forums in the youth and sports directorates in Iraq, the researcher applied the administrative empowerment scale to members of the application sample of (122) supervisors, and the results in the tables above showed that the arithmetic mean reached (114.885) degrees with a standard deviation (12.131) and the hypothetical mean was (90). Since the arithmetic mean was higher than the hypothetical mean, this means that the sample members are characterized by the reality of administrative empowerment. To know the significance of the differences between the arithmetic and hypothetical means, the researcher used the t-test, and the results showed that there was a statistically significant difference between the two means, amounting to (0.00) at Significance level (0.05).

#### 4 DISCUSSIONS

Based on the findings presented in the tables above, it is evident that workers within sports forums under the auspices of the youth and sports directorates in Iraq exhibit a commendable level of administrative empowerment. The mean score of 114.885, coupled with a relatively low standard deviation of 12.131, indicates a high degree of consensus among respondents regarding their perceived empowerment within the organizational context. Furthermore, the coefficient of skewness, calculated at 0.789, suggests a slight positive skewness in the distribution of empowerment scores, reflecting a tendency towards higher levels of empowerment among the sampled population.

This positive assessment of administrative empowerment aligns with the notion of an entrenched administrative culture within the research sample. As highlighted by (Al Naggar, 2022), the significance of administrative empowerment transcends mere procedural efficiency, it serves as a linchpin for leveraging the potential of human resources towards the attainment of organizational excellence. Indeed, empowerment fosters a conducive environment wherein employees are empowered to harness their energies, capabilities, and talents towards the pursuit of continuous improvement within institutions.

Moreover, the pivotal role of administrative empowerment in fostering quality applications cannot be overstated (Al-bdareen, 2020). As employees serve as the conduit for translating ideas, plans, and activities into tangible outcomes, their empowerment becomes instrumental in propelling institutions towards the realm of Total Quality Management (TQM). By entrusting employees with autonomy and decision-making authority, organizations can unleash their creative potential and drive innovation, thereby enhancing the overall quality of operations and service delivery.

The concept of administrative empowerment plays a pivotal role in fostering an effective and sustainable administrative framework within sports forums. By granting workers the autonomy to act in accordance with their judgment, administrative empowerment serves as a cornerstone for promoting efficiency and innovation within organizational structures. Particularly within the context of sports and youth directorates in Iraq, where empowerment is

recognized as a fundamental administrative philosophy, its adoption holds significant theoretical and practical implications.

Embracing administrative empowerment entails a gradual and phased approach to implementation, recognizing the time and effort required for its effective integration. As noted by (Al-Rashwdi & Al-hindi 2009, p. 10), empowerment represents a multifaceted administrative process aimed at nurturing employees through the enrichment of their knowledge, enhancement of their skills, and development of their individual capacities. By fostering a culture of participation and decision-making, empowerment instills a sense of ownership and accountability among workers, thereby elevating morale and confidence in organizational structures.

The adoption of administrative empowerment within sports forums (Kihl, et al 2007) not only empowers employees but also serves as a catalyst for organizational growth and development. By providing workers with the necessary tools and resources to excel in their roles, empowerment fosters a collaborative and dynamic environment conducive to innovation and progress. Furthermore, it engenders a sense of loyalty and commitment among employees, as they feel valued and respected within their respective institutions.

Administrative empowerment is critical in determining the efficacy and dynamism of administrative operations in sports forums. Administrative empowerment, which is based on delegating authority and responsibility to employees and providing essential support and resources, promotes a culture of participation, creativity, and organizational excellence. This notion has resonance in the literature, as explained by (Salaman & Storey, 2002), who stress worker empowerment as critical to organizational success.

Drawing on the ideas established by (Conger & Kanungo, 1988), the implementation of administrative empowerment inside Iraq's sports and youth directorates necessitates a deliberate and staged approach. Organizations must offer enough training and growth opportunities, while also encouraging open communication lines and providing clear accountability procedures. In doing so, they foster a climate favorable to employee empowerment and corporate progress.

Furthermore, administrative empowerment promotes staff enthusiasm and engagement. (Deci & Ryan, 2000) states that people are intrinsically driven when they sense autonomy, competence, and relatedness in their work environment. Empowering employees to make decisions and take ownership of their work addresses these psychological demands, resulting in enhanced job satisfaction and commitment.

The use of administrative empowerment concepts in sports forums has great potential for organizational success and sustainability. Organizations that embrace empowerment may maximize their workforce's potential, stimulate innovation, and develop an outstanding culture. Thus, administrative empowerment serves as a foundation for developing robust and adaptable administrative structures inside sports organizations, preparing them for success in an ever-changing environment.

## **5 CONCLUSIONS**

The statistical analysis presented in Table 2 and Table 3 offers valuable insights into the perceived level of administrative empowerment among workers within sports forums under the youth and sports directorates in Iraq. The findings indicate a notably high level of empowerment among the sampled population, as evidenced by a mean score of 114.885 on the administrative empowerment scale. This suggests that respondents generally feel empowered in their respective roles within the organizational context. The standard deviation of 12.131 indicates the degree of variability or dispersion of individual responses around the mean score, revealing detailed information on the consistency or divergence of feelings of empowerment.

The coefficient of skewness, assessed at 0.789, reflects the degree of asymmetry in the score distribution, which helps to understand its form and potential biases.

The outcomes of hypothesis testing reveal statistically significant differences between the observed mean score for administrative empowerment and the hypothesized mean. The calculated t-value of 22.657 underscores the magnitude of this difference, indicating a substantial deviation from the expected norm. Importantly, the associated significance level of 0.000 further corroborates the robustness of these findings, affirming the presence of a significant level of empowerment among the sampled population. The statistical analysis supports the conclusion that workers within sports forums in the youth and sports directorates in Iraq exhibit a tangible reality of administrative empowerment. These findings underscore the importance of fostering empowerment initiatives within organizational contexts, highlighting their potential to enhance employee morale, engagement, and organizational effectiveness.

The measure of administrative empowerment for workers within sports forums under the youth and sports directorates in Iraq has demonstrated its validity in effectively assessing its intended purpose. Its distribution across the sample structure and its capacity to distinguish among sample members underscore its efficacy, further supported by its attainment of validity and reliability coefficients. The study corroborates the existence of a discernible level of administrative empowerment among the sample population. This finding highlights the relevance and applicability of administrative empowerment within the context of sports forums in Iraq, indicating a notable interest among workers in the management of administrative empowerment initiatives.

The concept of empowerment emerges as a valuable mechanism for harnessing the latent strengths of employees within sports forums, encompassing their knowledge, experience, and dedication. By granting greater autonomy and freedom in their specific roles, along with opportunities for expressing opinions and participation, administrative empowerment fosters a conducive environment for employee growth and development. administrative empowerment plays a pivotal role in cultivating administrative cadres capable of meeting future organizational demands and assuming higher administrative responsibilities. Through empowerment initiatives, organizations can nurture a pool of skilled and adaptable personnel, poised to navigate evolving challenges and propel organizational success. The study emphasizes the importance of administrative empowerment in promoting organizational success and employee involvement in sports forums. Organizations that embrace empowerment concepts may unleash their workforce's full potential while also cultivating a culture of innovation, cooperation, and continual development.

Finally, this study throws light on the high level of administrative empowerment among sports forum professionals in Iraq's youth and sports directorates. The findings show a particularly high degree of empowerment, as shown by a mean score that exceeds the expected value and is backed by statistically significant differences. These findings highlight the relevance of promoting empowerment efforts in corporate settings, stressing its potential to improve employee morale, engagement, and organizational effectiveness. Moving forward, businesses should prioritize the deployment of empowerment initiatives to foster an environment of creativity, cooperation, and continual development in sports forums.

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## Appendixes

### Appendix A: Survey form

Dear respected professor

greeting...

The researcher wants to conduct his research titled (**The role of administrative empowerment for employees in sports forums from the point of view of sports forum managers and employees**) as part of the requirements for a publication in international journals. Based on your experience, choose the answer that represents your opinion on the statements presented to you, knowing that your answer will be treated with complete confidentiality, and it is for scientific research purposes only, so there is no need to write your name. We also hope that you do not leave any of the statements unanswered. many thanks and appreciation for your efforts

Statement		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	The Youth and Sports departments delegate sufficient powers to employees of sports forums to accomplish job duties					
2	Youth and Sports departments enable those working in sports forums to act freely					
3	Youth and Sports departments trust the abilities of those working in sports forums to perform the tasks assigned to them					
4	Youth and Sports departments provide employees of sports forums with the opportunity to make decisions independently					
5	Workers in sports forums exercise their powers during the delegation period without direct interference from the Youth and Sports departments					
6	Youth and Sports departments allow those working in sports forums to find innovative solutions					
7	Youth and sports departments resort to solving problems through teamwork					
8	Sports forum employees work in a team spirit					
9	Employees of sports forums always prefer to work within a cooperative team					
10	There is an atmosphere of cooperation and assistance among co-workers in sports forums					
11	Trust prevails among members of work groups within Sports forums in youth and sports departments					
12	Sports forums in the Youth and Sports departments have					

	specialized work teams to accomplish the daily tasks assigned to them					
13	Youth and Sports departments provide training courses for employees of sports forums to develop their skills					
14	Youth and Sports departments provide workers in sports forums with the latest books and resources related to their work					
15	Youth and Sports departments allocate to employees of sports forums an appropriate financial budget for training curricula					
16	Workers in sports forums constantly exchange experiences and information with their colleagues					
17	Sports forum workers work to increase their skills in their spare time					
18	Youth and Sports departments encourage those working in sports forums to exchange experiences among themselves					
19	Sports forum workers have access to decision-makers and explain their positions easily					
20	Sports forum workers obtain the information necessary to do their work on time					
21	The instructions and procedures in the youth and sports departments are clear					
22	There are communication channels between sports forums and youth and sports departments to obtain information					
23	The means of communication used among employees of sports forums are diversified					
24	The communication skills of employees in sports forums are high and contribute to facilitating the completion of assigned duties					
25	Youth and Sports departments appreciate the efforts of those working in sports forums					
26	The salary that workers in sports forums receive is proportional to the efforts they put into the work					
27	The system of rewards and incentives applied in the youth and sports departments gives those working in sports forums a strong motivation to work hard and diligently					

28	The efficiency of employees in sports forums is an important criterion in the administrative promotions system					
29	The incentive system in place in the youth and sports departments achieves justice for all					
30	Youth and Sports departments celebrate the success of employees in sports forums					

**Appendix B:** The results of the discriminatory power of the empowerment scale statements.

Statement	Upper Mean		Lower Mean		T-value	Sig.
	Mean	Std.	Mean	Std.		
1	5.0000	.00000	1.5363	.50501	30.693	.000
2	5.0000	.00000	1.1842	.39286	59.874	.000
3	5.0000	.00000	1.1579	.36954	64.092	.000
4	5.0000	.00000	1.2895	.45961	49.767	.000
5	5.0000	.00000	1.1316	.34257	69.611	.000
6	5.0000	.00000	1.2895	.45961	49.767	.000
7	5.0000	.00000	1.3158	.47107	48.212	.000
8	5.0000	.00000	1.3421	.48078	46.900	.000
9	5.0000	.00000	1.4211	.50036	44.093	.000
10	4.9474	.22629	1.3158	.47107	42.837	.000
11	5.0000	.00000	1.4211	.50036	44.093	.000
12	4.9474	.22629	1.5526	.50390	37.885	.000
13	5.0000	.00000	1.6842	.61973	32.982	.000
14	4.9211	.27328	1.7895	.66405	26.883	.000
15	4.9737	.16222	1.8947	.68928	26.804	.000
16	4.8158	.39286	1.5263	.50601	31.654	.000
17	4.8684	.34257	1.5000	.50671	33.948	.000
18	4.7895	.41315	1.5263	.50601	30.793	.000
19	4.7895	.41315	1.3421	.48078	33.523	.000
20	4.7895	.41315	1.3421	.48078	33.523	.000
21	4.8684	.34257	1.4211	.50036	35.045	.000
22	4.7895	.41315	1.5263	.50601	30.793	.000
23	4.9737	.16222	1.3158	.47107	45.259	.000
24	4.8684	.41401	1.3947	.49536	33.169	.000
25	4.7632	.43085	1.1842	.39286	37.838	.000
26	4.8158	.39286	1.3421	.48078	34.489	.000
27	5.0000	.00000	1.2632	.44626	51.619	.000
28	4.9474	.22629	1.4474	.50390	39.059	.000
29	5.0000	.00000	1.2632	.44626	51.619	.000
30	4.9211	.27328	1.2368	.43085	44.513	.000

**Appendix C:** The values of the correlation coefficients between the statements and the total score of the Administrative Empowerment Scale, and between the statements and the total score of the axis to which they belong.

Statement	Correlation	Sig.	Correlation	Sig
1	0.841	0.000	0.484	0.000
2	0.906	0.000	0.562	0.000
3	0.932	0.000	0.583	0.000
4	0.913	0.000	0.578	0.000
5	0.876	0.000	0.569	0.000
6	0.807	0.000	0.619	0.000
7	0.786	0.000	0.602	0.000
8	0.828	0.000	0.672	0.000
9	0.871	0.000	0.603	0.000
10	0.793	0.000	0.465	0.000
11	0.754	0.000	0.496	0.000
12	0.683	0.000	0.463	0.000
13	0.691	0.000	0.459	0.000
14	0.735	0.000	0.520	0.000
15	0.804	0.000	0.472	0.000
16	0.802	0.000	0.445	0.000
17	0.774	0.000	0.567	0.000
18	0.661	0.000	0.523	0.000
19	0.704	0.000	0.476	0.000
20	0.757	0.000	0.425	0.000
21	0.796	0.000	0.409	0.000
22	0.794	0.000	0.413	0.000
23	0.735	0.000	0.349	0.000
24	0.608	0.000	0.324	0.000
25	0.727	0.000	0.408	0.000
26	0.805	0.000	0.353	0.000
27	0.865	0.000	0.352	0.000
28	0.856	0.000	0.423	0.000
29	0.810	0.000	0.373	0.000
30	0.681	0.000	0.356	0.000