

## Obstacles to Implementing Electronic Management in Sports Institutions - A Case Study of the Youth and Sports Directorate in the Province of Khenchela

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**Abstract:** The study aimed to identify the obstacles to implementing e-government in the Directorate of Youth and Sports in Khenchela province. A questionnaire was distributed to 38 employees, revealing human, administrative, technological, and financial obstacles. The study also revealed mechanisms to mitigate these obstacles to a moderate degree. Key recommendations include senior management having conviction, willingness, and a future vision to transform traditional administrative practices and transactions into electronic ones by providing necessary financial, material, and human resources for digital transformation.

**المخلص:** هدفت الدراسة الى التعرف على معوقات تطبيق الإدارة الإلكترونية في مديرية الشباب والرياضة نموذجاً، و التعرف على أبرز الآليات المقترحة للتغلب على تلك المعوقات، ولتحقيق أهداف الدراسة تم بناء استبانة تم توزيعها على عينة من موظفي مديرية الشباب والرياضة لولاية خنشلة مكونة من (38) موظف، إعتقاداً على المنهج الوصفي أظهرت نتائج الدراسة وجود معوقات بشرية، إدارية، تقنية، مالية تحد من إمكانية تطبيق الإدارة الإلكترونية، كذلك أظهرت وجود آليات للحد من هذه المعوقات بدرجة متوسطة، ومن أهم توصيات الدراسة: على الإدارة العليا أن تمتلك القناعة والرغبة والرؤية المستقبلية، لتحويل الممارسات والمعاملات الإدارية التقليدية الى إلكترونية، من خلال تدليل الصعوبات بتوفير الإمكانيات المالية والمادية والبشرية اللازمة للتحويل الرقمي.

الكلمات المفتاحية: الإدارة الإلكترونية؛ معوقات الإدارة الإلكترونية؛ المؤسسة الرياضية.

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## **1-Introduction:**

Our current era is witnessing a massive revolution in the scientific and technological field that has turned the world into a small village, as predicted by the Canadian scholar Marshall McLuhan in the media theory. He stated that all inhabitants of the Earth, in its various countries, will resemble residents of a small village where everything happening in any house is quickly learned and influences all its inhabitants (Matlar, 1999, p. 245). In response to the demands of the new environment, which seeks organized and directed guidance for modern information and communication systems and technologies, and the requirements of management, governments have hastened to change the functions of their institutions of all types, forms, and sizes. They are transitioning from traditional methods of accomplishing tasks to electronic methods. The integration of technologies has become a prominent trend in most sectors, especially in the sports sector, where a variety of technologies have been integrated into various aspects of team management, sports club marketing, and sports media. The implementation of electronic management works to improve the quality of performance in sports institutions and eliminate administrative bureaucracy.

Despite the numerous opportunities and advantages offered by electronic management, there are many obstacles that hinder its implementation. Algerian sports institutions are grappling with various problems and have not achieved their goals and aspirations in keeping up with the developments in all fields.

### **1-1 Study problem:**

The problem of this study can be formulated in the following main question:

#### **What are the obstacles preventing the implementation of electronic management in sports institutions?**

To address the main question methodically, and by theoretically and practically addressing the obstacles of electronic management (human,

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administrative, technical, and financial obstacles), the following sub-questions fall under this problem:

- Do human obstacles prevent the implementation of electronic management in sports institutions?
- Do administrative obstacles prevent the implementation of electronic management in sports institutions?
- Do technical obstacles prevent the implementation of electronic management in sports institutions?
- Do financial obstacles prevent the implementation of electronic management in sports institutions?
- Are there effective ways to overcome the obstacles to implementing electronic management in sports institutions?

## **1-2 Study Hypotheses:**

This study proceeds from the following hypotheses:

- There are human obstacles that prevent the implementation of electronic management in sports institutions.
- There are administrative obstacles that prevent the implementation of electronic management in sports institutions.
- There are technical obstacles that prevent the implementation of electronic management in sports institutions.
- There are financial obstacles that prevent the implementation of electronic management in sports institutions.
- There are effective ways to overcome the obstacles to implementing electronic management in sports institutions.

## **1-3 Literary review:**

- **Study of (Maysar, Sinan, & Omar, 2018):** The study aimed to explore the possibility of implementing electronic management at Duhok University in Kurdistan, shedding light on identifying and diagnosing various obstacles that hinder the application of electronic management, as well as the requirements necessary for its implementation. A questionnaire was developed to collect data

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for the research field, and statistical methods were employed to analyze the results and test the hypotheses. The key findings indicated the presence of administrative, executive, human, and financial obstacles that impede the implementation of electronic management. The research provided a set of proposals aimed at overcoming these obstacles, including the necessity of developing a suitable plan in the administrative process at Duhok University to avoid hindrances to the application of electronic management. This involves offering training courses and revisiting the administrative structure.

- **Study of (Farhi, 2019):** Titled "Obstacles to Implementing Electronic Management in Human Resources Management at the Youth and Sports Directorate in Algeria from the Perspective of Managers and Employees": The study aimed to understand the theoretical foundations of the concept of electronic management and its application requirements. It also aimed to identify the obstacles to implementing electronic management in human resources management at the Youth and Sports Directorate in Algeria, as perceived by managers and employees. The study identified human, administrative, technical, and financial obstacles and utilized a descriptive survey methodology, relying on a questionnaire as a data collection tool. The study sample consisted of 100 individuals, including workers and administrators. The study reached several conclusions, including:

- ✓ The use of electronic management has a positive impact by improving the services provided. Additionally, this administrative approach is characterized by transparency and objectivity in administrative transactions within sports institutions.
- ✓ The implementation of electronic management contributes to reducing paper-based work, leading to cost reduction.
- ✓ Quick administrative documentation to keep pace with modern developments.

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- **Study of (Laayad & Ben Mohamed, 2021):** This study was conducted to assess the availability of requirements (administrative, financial, and technical) necessary for implementing electronic management in the Youth and Sports Directorate of the Boudouaouirij province. The survey, distributed and analyzed, compared the results with the actual implementation. The selected sample consisted of 20 administrators. The study employed a descriptive-analytical methodology and concluded that the requirements for implementing electronic management in the directorate are available to a moderate degree. The study recommended strategic planning for the implementation of electronic management and emphasized the necessity of providing financial support for its development.
- **Study of (Salama, 2022):** The study aimed to identify the degree of requirements, obstacles, proposals, and mechanisms for implementing electronic management from the perspective of directors of government schools in the Zarqa Governorate. The study used a descriptive-analytical methodology to achieve its objectives, with a sample of 153 directors. The study found that the degree of requirements for implementing electronic management was high, while the degree of obstacles was moderate. Based on the study's results, the researcher recommends and suggests the following: the need to provide the requirements for implementing electronic management by establishing legislation and laws, overcoming financial obstacles, and encouraging school directors to showcase their various knowledge in electronic management through all available means.

## **2- General Objective of the Study:**

Our study aims to investigate the obstacles of electronic management in sports institutions and ways to overcome them, using the Youth and Sports Directorates in the Khenchela province as a model. The study aims to derive a set of conclusions and

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recommendations that the researcher expects to be beneficial for other researchers as well as for the Youth and Sports Directorates, facilitating the transition from theoretical perspectives to practical implementation.

### **3- Terms of the Study and their Operational Definitions:**

#### **3-1 Electronic Management:**

Defined by (Jalal Farouk & Ibrahim Jaber, 2020, p. 42) as: An administrative term referring to a set of organizational processes that connect beneficiaries and information sources through electronic means to achieve the goals of the institution, including planning, production, operation, monitoring, and development.

On the other hand, (Al-Anzi, 2016, p. 43) views electronic management as: An effective means to benefit from the outputs of scientific, contemporary, and technical progress to ensure the safety of operations and inevitably increase the quality of the provided services. Based on the above concepts, electronic management can be defined as a set of activities and operations managed and executed electronically through the Internet, providing services and transactions for the institution and beneficiaries with minimal cost, time, and effort.

#### **3-2 Electronic Management Obstacles:**

Many researchers and authors (Drewish, 2023, pp. 136-139), (Rakiz & Ghassan, 2019, pp. 41-42), (Al-Anzi, 2016, pp. 51-55), (Al-Qubilat, 2014, pp. 47-50), (Al-Iyat, 2014, pp. 61-73), (Ben Sayeh, 2022) have pointed out a set of obstacles that may face the implementation of electronic management. The researcher summarized these obstacles as follows:

- **Administrative Obstacles:** The prevailing administrative culture in most organizations is characterized by a conservative,

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traditional character associated with inherited social and economic structures. Since humans are products of their environment, they tend to adhere to tradition and preserve the old ways. Consequently, managers often resist organizational change, especially when it comes to updates and the transfer of technology.

- **Human Obstacles:** These obstacles include the reluctance of some employees to accept the idea of implementing electronic management, fearing the loss of their positions. Additionally, the lack of necessary human resources and capabilities for the application of electronic management and the completion of transactions electronically is a significant challenge.
- **Technical Obstacles:** Electronic management in organizations faces challenges in keeping up with the rapid changes in information technology. The scarcity of good Arabic-language software suitable for administrative work is a major hurdle, attributed to the insufficient infrastructure needed for the implementation of electronic management.
- **Financial Obstacles:** Financial obstacles include inadequate financial resources allocated for purchasing information protection systems and the high cost of electronic hardware, equipment, and software.

### **3-3 Sports Institutions:**

These are entities established by the state to serve the sports sector. They have an organizational structure similar to any other institution, tailored to their size and the purpose for which they were established (Al-Shafai, 2010).

## **4- Methodological Procedures in the Study:**

### **4-1 Study approach:**

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The descriptive-analytical approach was employed due to its suitability for the nature of the research, which involves collecting data and conducting statistical analysis to extract the desired results.

**4-1-1 Study Population and Sample:**

The research sample consisted of administrative staff in the Youth and Sports Directorate in the province of Khenchela, totaling 50 individuals. A questionnaire was distributed to 38 administrators, representing a response rate of 76%. The study spanned from September 3, 2023, to November 9, 2023. A simple random sampling technique was used. Table (01) illustrates the characteristics of the study sample.

**Table N°1: Characteristics of the Study Sample**

Variable	Variable Level	Repetition	%	Variable Level	Variable Level	Repetition	%
Gender	Male	25	65.79	Educational Qualification	Highschool degree	7	18.42
	Female	13	34.21		Bachelor's degree	19	50
	Total	38	100		Postgraduate studies	12	31.58
Age	Less than 30	15	39.47	Years of Service	Total	38	100
	30-40	11	28.95		1-5 years	12	31.58
	40-50	7	18.42		6-10 years	11	28.95
	More than 50	5	13.16		10-15 years	9	23.68
	Total	38	100		15 and more	6	15.79
						Total	38

**Source:** Compiled by the researchers based on SPSS V17 results.

**4-1-2 Study Instrument:**



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Based on the literature review and previous studies (Farhi, 2019), (Laayad & Ben Mohamed, 2021), and consultation with experts, the researcher constructed a questionnaire to collect data from the research sample. The aim was to assess the obstacles to electronic management in the Youth and Sports Directorate of the Khenchela province and the mechanisms to overcome these obstacles from the perspective of administrative employees. The questionnaire comprised two main dimensions: obstacles facing the implementation of electronic management in the directorate, including four sub-dimensions (administrative obstacles, human obstacles, technical obstacles, financial obstacles), with a total of (23) statements. The second dimension included the most important mechanisms to overcome obstacles to the implementation of electronic management in the Youth and Sports Directorate, with (18) statements.

A Likert scale was used to measure respondents' answers to the questionnaire items, as illustrated in Table (02).

**Table N°2:** Likert Scale Degrees

Classification	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Grade	1	2	3	4	5

Source: ....

**4-1-3 Questionnaire Validity:**

The validity of the questionnaire was verified using two methods:

- **Validity of Reviewers:** The apparent validity of the questionnaire was verified by presenting it to five experts at Souk Ahras University. After proposing some modifications, the suggestions were incorporated, and the final version of the questionnaire was distributed to the study sample.
- **Internal Consistency Validity:** The validity of the questionnaire was checked using internal consistency validity by calculating the Pearson correlation coefficient, finding the relationship between

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the score of each statement and the total score of the dimension to which it belongs. The stability of the tool was verified using the Cronbach's alpha coefficient. Table (03) below illustrates the validity and stability of the questionnaire according to its dimensions:

**Table N°3: Questionnaire Validity Results**

Axis		Number of Statements	Reliability Test	Mean	Validity Test
E-Government Obstacles	Administrative	4	0.759	3.184	0.871
	Human Resources	6	0.639	3.118	0.799
	Technical	4	0.72	3.072	0.848
	Financial	4	0.768	3.243	0.876
Mechanisms to Overcome Implementation Obstacles		11	0.943	2.936	0.971
Total		30	0.952	3.065	0.975

**Source:** ....

The data in Table (03) indicates that the overall validity and stability rates are very high, reaching (0.975, 0.952) respectively. This indicates the reliability and stability of the research items, making us confident in the accuracy of the results.

**4-1-4 Statistical Methods:**

In our research, the statistical package (SPSS) was utilized to extract: percentages and frequencies, Cronbach's alpha test, standard deviation, mean, skewness, and regression analysis.

- **Normal Distribution Test:** The normal distribution test was conducted to determine whether the data follows a normal distribution. This was achieved by calculating the skewness

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coefficient for the independent variables. The data is considered close to a normal distribution if the skewness coefficient falls within the range of (-3, 3) for all variables.

**Table N°4:** Skewness Coefficient Values for all Variables of E-Government Implementation Obstacles

Variables	Torsion coefficient
Administrative	0.184
Human Resources	-0.554
Technical	-0.152
Financial	-0.756

**Source:** ....

From Table 4, it is evident that the skewness coefficients for the variables of E-Government implementation obstacles fall within the range of (-3, 3), confirming that the research data follows a normal distribution. This condition is crucial for conducting regression analysis to ensure result reliability.

**Table N°5:** Skewness Coefficient Value for the Mechanisms to Overcome E-Government Implementation Obstacles Variable

Variable	Torsion coefficient
Mechanisms to Overcome Implementation Obstacles	-0.462

**Source:** ....

Table 5 shows that the skewness coefficient for the variable "Mechanisms to Overcome E-Government Implementation Obstacles" falls within the range of (-3, 3), indicating that the research data for this variable follows a normal distribution.

**4-2 Presentation, Analysis, and Discussion of Results:**

This section aims to analyze the data related to the obstacles of electronic management and the mechanisms to overcome them in the

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Directorate of Youth and Sports in the province of Khenchela, using the statistical methods mentioned earlier.

**Table N°6:** Arithmetic Means, Standard Deviations, Relative Importance, and Acceptance Level for Items in the Field of E-Government Implementation Obstacles

N	Dimensions of E-Government Barriers	M	SD	RI	LA
	<b><u>Administrative:</u></b>	3.184	0.871	1	Average
1	Lack of proper planning for the transition to e-government.	3.21	1.166	3	Average
2	Insufficient training courses for employees of the Youth and Sports Directorate hinder the adoption of e-government.	3.53	0.979	1	High
3	Lack of awareness of the importance of digital management.	2.95	1.161	2	Average
4	Uncertainty about the future vision of implementing e-government.	3.05	1.251	4	Average
	<b><u>Human Resources:</u></b>	3.118	0.656	2	Average
5	Insufficient human resources for the implementation of e-government.	3.24	1.125	5	Average
6	Resistance from some employees to the idea of implementing e-government for fear of job loss.	2.03	1.101	2	Low
7	Shortage of experts for computer maintenance.	3.66	0.966	1	High
8	Resistance to change among some employees.	2.87	1.166	6	Average
9	Lack of seriousness among decision-makers in implementing e-government.	3.08	1.124	4	Average
10	Weak dissemination of a culture	3.24	1.101	3	Average

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	of change among employees.				
	<b>Technological:</b>	3.072	0.838	3	Average
11	Weak infrastructure required for implementing e-government.	3.34	1.097	2	Average
12	Insufficient availability of computers.	3.08	1.124	3	Average
13	Scarcity of good Arabic-language software suitable for administrative work.	3.03	1.052	1	Average
14	Weak communication services between Youth and Sports Directorates.	2.84	1.263	4	Average
	<b>Financial:</b>	3.243	0.882	4	Moderate
15	Lack of financial resources allocated for e-government implementation.	3.32	1.317	4	Average
16	Inadequate financial resources allocated for purchasing information protection systems.	3.29	1.063	2	Average
17	High cost of electronic devices and equipment.	3.18	0.982	1	Average
18	Insufficient financial resources for the maintenance of devices and networks.	3.18	1.205	3	Average

M= Mean (Average), SD= Standard Deviation, RI = Relative Importance, LA = Level of Acceptance

**Source:** Compiled by the researchers based on the results of SPSS

V17

**4-2-1 First Hypothesis (Administrative Obstacles):**

Table 6 shows that the degree of administrative obstacles hindering the implementation of electronic management in the Directorate of Youth and Sports in the province of Khenchela, from the perspective of its employees, is moderate, with an average of (3.184) and a standard deviation of (0.871). These values confirm that the arithmetic mean of all items in this section was greater than 3 (the

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scale average). The numbers in the table, specifically item (2) related to the lack of training courses in the field of electronic management for the employees of the Directorate of Youth and Sports, ranked first with an average of (3.53) and a standard deviation of (0.979). Thus, the lack of training courses in the field of electronic management was one of the most significant administrative obstacles to implementing electronic management in the researched institution. Therefore, we accept the first hypothesis.

## **Discussion of the First Hypothesis: "There are human obstacles preventing the implementation of electronic management in sports institutions."**

From Table 6, it is inferred that there are several administrative obstacles preventing the implementation of electronic management in sports institutions, with a focus on the shortage of training courses in the field of electronic management. This shortage results from a lack of proper planning for the transition to electronic management, negatively impacting the understanding of the human resources needs for training and development to keep up with administrative developments. This aligns with the study by (Maysar, Sinan, & Omar, 2018) emphasizing the importance of opening training courses for employees on how to efficiently use electronic management. The lack of awareness among both employees and senior management about electronic management and its importance in administrative work may be due to the fear of some employees losing their job positions, consistent with the findings of (Farhi, 2019). Additionally, there is a lack of proper planning for the transition to electronic management and ambiguity regarding the future vision of implementing electronic management in the Directorate of Youth and Sports. This result corresponds with the study by (Laayad & Ben Mohamed, 2021), which emphasized the encouragement of change towards electronic management and placing it among the priorities of strategic plans.

### **4-2-2 Second Hypothesis (Human Obstacles):**

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The data in Table 6 also indicate the arithmetic means and standard deviations of indicators expressing human obstacles, represented by items (5-10). These came out as moderate, with an average of (3.072) and a standard deviation of (0.656). All items in this section exceeded the scale average, confirming that these obstacles related to the human element are among the most significant obstacles. Item (7), stating the shortage of experts in computer maintenance in the Directorate of Youth and Sports, obtained the highest mean of (3.66) and a standard deviation of (0.966). From this, we conclude that the second hypothesis is valid.

### **Discussion of the Second Hypothesis: "There are human obstacles preventing the implementation of electronic management in sports institutions."**

From the results obtained in the axis of human obstacles, we infer that human obstacles hinder the implementation of electronic management in the Directorate of Youth and Sports. This is due to the shortage of experts in computer maintenance, representing one of the major concerns for employees. There is fear of accountability in case of malfunction of electronic devices. Additionally, some employees are not receptive to the idea of implementing electronic management due to the fear of losing their job positions. This reluctance is attributed to the lack of widespread awareness of the culture of change among employees, failure to keep pace with emerging administrative and technological developments, and the lack of seriousness on the part of decision-makers in implementing electronic management. This includes providing incentives, both material and moral, for using electronic technologies to reduce resistance among some employees in the Directorate of Youth and Sports to change. These findings align with the study by (Salama, 2022).

#### **4-2-3 Third Hypothesis (Technical Obstacles):**

The responses of the participants regarding technical obstacles related to statements (11-14) resulted in a moderate percentage, with

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an average of (3.072) and a standard deviation of (0.838). All items exceeded the scale average (3) except for item (14), which deals with the weakness of communication services between the directorates of youth and sports. This item had an average of (2.84) and a standard deviation of (1.263). This deficiency is a conditional case that can be addressed, and therefore, the hypothesis is accepted.

### **Discussion of the Third Hypothesis: "There are technical obstacles preventing the implementation of electronic management in sports institutions."**

Based on the results from Table 6 in the axis of technical obstacles hindering the implementation of electronic management in the Directorate of Youth and Sports, it is inferred that there are technical obstacles such as insufficient availability of computer devices and the weakness of the necessary infrastructure for implementing electronic management. This is related to the scarcity of good Arabic-language software that aligns with administrative work. This leads to a deficiency in communication services between the directorates of youth and sports. These results are consistent with the study by (Farhi, 2019), which found technical obstacles such as the weakness of the infrastructure, the lack of accurate and integrated databases, and insufficient periodic maintenance of devices.

#### **4-2-4 Fourth Hypothesis (Financial Obstacles):**

The data from Table 6, related to financial obstacles and specific to statements (15-18), indicate a moderate percentage with an average of (3.243) and a standard deviation of (0.882). Additionally, all expressions in this section surpassed the scale average. Notably, the statement addressing the inadequacy of financial resources allocated by the Directorate of Youth and Sports for implementing electronic management in the researched institution received the highest rating, with a mean score of (3.32) and a standard deviation of (1.317). This confirms the earlier results, considering financial obstacles as one of the challenges facing the institution in the implementation of

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electronic management. Consequently, it is evident that the tested obstacles (administrative, human, technical, financial) indeed hindered the application of electronic management in the Directorate of Youth and Sports in the province of Khenchela, supporting the acceptance of the research hypothesis.

**Discussion of the Fourth Hypothesis: Financial obstacles hinder the implementation of electronic management in sports institutions.**

Through the results obtained in the axis of financial obstacles, it is apparent that the respondents' responses were of a moderate degree. This may be indicative of a shortage of financial resources allocated by the Directorate of Youth and Sports for the implementation of electronic management. The high cost of electronic devices and equipment, maintenance services for computers, information protection systems, and network connection sites contribute to this challenge. Additionally, there seems to be a lack of initiative from the upper management to allocate a suitable budget for purchasing devices, given the constraints of the fixed and specific budget of the Directorate of Youth and Sports. These findings align with studies by (Salama, 2022), (Laayad & Ben Mohamed, 2021), (Farhi, 2019), and (Maysar, Sinan, & Omar, 2018), emphasizing the necessity of financial support for the development of electronic management.

**Table N°7:** Arithmetic Means, Standard Deviations, Relative Importance, and Acceptance Level for Items in the Axis of Overcoming Obstacles in Electronic Management

N	Overcoming E-Government Challenges	M	SD	RI	LA
19	Implementing a comprehensive and integrated plan for digital management application.	3.11	1.247	4	Average
20	Commitment of senior management to support the implementation of e-	3.26	1.155	1	Average

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	government.				
21	Increasing financial allocations for training programs in the field of e-government.	3.16	0.979	2	Average
22	Allocating financial support for research and studies in the field of information technologies.	2.87	1.095	7	Average
23	Improving the necessary infrastructure for digital management application.	3.05	1.251	5	Average
24	Keeping the sports institution abreast of technological developments in the field of e-government.	2.74	1.131	9	Average
25	Identifying the directorate's future needs for specialized human resources in the field of digital management.	2.82	1.291	8	Average
26	Enriching and reinforcing awareness of the importance of e-government application.	3.13	1.189	3	Average
27	Issuing the necessary legislation for implementing digital management.	2.82	1.312	8	Average
28	Organizing seminars and lectures to introduce modern technologies.	2.92	0.912	6	Average
29	Establishing a database specific to the Directorate of Youth and Sports.	2.55	1.032	10	Average
30	Providing electronic security and confidentiality.	2.82	1.136	8	Average
	<b>Overcoming E-Government Challenges</b>	<b>2.937</b>	<b>1.061</b>	<b>1</b>	<b>Average</b>

M= Mean (Average), SD= Standard Deviation, RI = Relative Importance, LA = Level of Acceptance

Table 6 illustrates that the arithmetic mean for items related to overcoming obstacles in electronic management in the Directorate of Youth and Sports in Khenchela is 2.937, with a standard deviation of 1.061, indicating a moderate degree. Notably, the highest percentages in the table are focused on items (21) and (22), emphasizing:

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"Increasing financial allocations for training programs in the field of electronic management and specifying financial support for research and studies in information technology." These two items ranked first and second with average scores of (3.26-3.16). This may be explained by the fact that financial support is one of the major challenges faced by the Directorate of Youth and Sports.

## **4-3 Recommendations:**

1. The upper management should possess the desire, conviction, and future vision to transform all traditional administrative practices and transactions into electronic ones. This involves providing financial and moral support, overcoming obstacles, and ensuring all necessary resources for the transition to electronic management.
2. To transition to electronic management, training, qualification, and capacitation of human capital are essential. This can be achieved through organizing training courses and seeking the expertise of specialists in electronic management to supervise employee training and provide necessary services.
3. Provide the necessary infrastructure by offering advanced electronic tools, specialized programs, and systems for implementing electronic management, as well as securing and protecting information from cyber threats.
4. Increase financial allocations that hinder the application of electronic management, considering the current and future needs and circumstances of the Directorate of Youth and Sports. This includes purchasing advanced computer equipment, information protection systems, regular maintenance costs for computers, and providing training courses in electronic management.

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