

Industry Excellence in The Fields of Sports According to Management jobs of Henry Fayol

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Abstract:

*The study aimed to identify the application **Henry Fayol's** management functions in the projects of sports and study departments, which were established in order to achieve excellence and achieve the name of superiority in the sports field through selection and sponsorship of outstanding athletes. In order to achieve this goal, the researcher used the descriptive analytical method. The researcher designed a questionnaire as the primary tool for the study, the sample size was 20 coaches in sports and study departments projects who were selected through a comprehensive survey. The results were as follows:*

- 1 The actual management planning in sports and study departments projects of Ouargla state has negative impact on the level of sports performance.*
- 2 The actual management organization does not achieve excellence and distinction in sports and study departments fields in Ouargla state.*
- 3 The actual management coordination does not facilitate communication channels between coaches and sports and study departments in Ouargla state.*
- 4 The actual management guidance does not take into account excellence and care of athletes in sports and study departments in Ouargla state.*
- 5 The actual management control does not take into account the evaluation and assessment of the objectives set for sports and study departments in Ouargla state.*

Key words: *Industry excellence - management jobs – sports and study departments.*

The Problem of the Study:

Sports has become, in our time, a standard by which the progress and advancement of peoples is measured. Its role is no longer limited to education, training, and entertainment, but has extended beyond that to the economic, social, political, and cultural spheres. Therefore, some peoples have initiated numerous serious projects to modernize their sports systems and promote a sports industry that produces world-class talents and champions. The Algerian state has perhaps resorted to this idea in order to bring about major transformations in developing sports institutions and their employees, including coaches, administrators, and players, and updating curricula and programs for their preparation. This is achieved by providing them with the necessary requirements and a sporting environment that allows them to express themselves, practice, and excel, and by helping them choose administrative methods that are compatible with the tremendous and rapid developments in the sports field. On this basis, the state adopted a project called "Sports and Study Departments," which was issued by Executive Decree No. 91-490 and established by a joint ministerial decision on February 6, 2012, supplementing the joint ministerial decision of June 21, 2008, which included The establishment of sports and study departments across all the country's states, and the state of Ouargla has taken its share of this project, similar to the rest of the country's states, to embody it on the ground, as the Directorates of Education and Youth and Sports have prepared huge capabilities to ensure its success. According to what the Education Directorate stated, the latter took on the financial side, approximately 248 million and 800 thousand Algerian dinars, divided into: (food, transportation, insurance, clothing, equipment). As for the Youth and Sports Directorate, it sought to provide technical capabilities and structures represented in (sports fields, halls, and frameworks to supervise the process). Despite all these enormous capabilities, the project was stopped in the state of Ouargla, which aimed to select and care for the outstanding and create national and international champions and achieve excellence starting from the 2016/2017 season, which left a vacuum in the educational (training) arena and left ambiguity in the scientific arena, which affected the researcher's psyche and made him search for the reasons for stopping this experience of the project of sports and study departments in educational institutions and Its

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dependencies, and from this standpoint and in this study we will try to identify the possibility of applying Henri Fayol's management functions in the process of managing the legitimacy of sports and study in educational institutions in the state of Ouargla.

Study Questions:

- Does administrative planning in the Ouargla Sports and Education Departments Project have a positive impact on athletic performance?
- Does administrative organization achieve excellence and distinction in the athletic field of the Ouargla Sports and Education Departments Project?
- Does administrative coordination facilitate communication channels between coaches and management of the Ouargla Sports and Education Departments Project?
- Does administrative guidance take into account the excellence and care of athletes in the Ouargla Sports and Education Departments Project?
- Does administrative oversight consider the evaluation and assessment of the objectives set for the Ouargla Sports and Education Departments Project?

Study Hypotheses:

- Current administrative planning in the Ouargla Sports and Education Departments Project has a positive impact on student athletic performance.
- Current administrative organization achieves excellence and distinction in the athletic field of the Ouargla Sports and Education Departments Project.
- Current administrative coordination facilitates communication channels between coaches and management of the Ouargla Sports and Education Project.
- The current administrative direction takes into account the excellence and care of athletes in the Sports and Education Project in Ouargla Province.

- The current administrative oversight considers the evaluation and assessment of the objectives set for the Sports and Education Project in Ouargla Province.

Study objectives:

- To identify the impact of administrative planning for the Sports and Education Project on the level of student athletic performance.
- To identify the administrative organization's achievement of excellence and distinction in the sports field for the Sports and Education Departments Project.
- To identify the ease or difficulty of communication channels between the coach and the administration in the administrative coordination aspect of the Sports and Education Departments Project.
- To identify the administrative direction's consideration of the process of excellence and care for athletes for the Sports and Education Departments Project.
- To identify the administrative oversight's focus on the evaluation and assessment process of the objectives set for the Sports and Education Project

Significance of the Study:

The importance of the current study lies in the many scientific benefits that any researcher can benefit from in their future scientific research projects, especially in the field of administrative project management and scientific research in the sports field. These include: identifying methods for applying modern management programs in sports institutions, as well as identifying Henri Fayol's management functions, which he successfully used in managing his previous work, and providing a scientific reference guide that allows administrators, teachers, and coaches to perform better. Applying this knowledge in the sports field will be a worthy way of thinking and viewing sports institutions as individuals who cultivate creative and distinguished athletes.

Theoretical Study:

Terminology and Concepts of the Study:

Superiority in the language: to excel, someone excelled over his people, i.e., to be superior to them (Ali bin Hadiya and others 1991, p. 208).

- To excel by superiority, to excel over others, i.e., to be superior to them and ahead of them (Al-Jilali bin Ahmed and others 1995, p. 125).

- To excel, to surpass, to surpass, to excel, to be better than them (Joseph Elias 2001, p. 222).

- It is said that someone excels his people, i.e., he rises above them, and to excel, i.e., he is above them. A man excelled his companion: he rose above him, overcame him, and excelled him. A superior thing: the purest and best of its kind (Ibn Manzur, Asan al-Arab 2005, p. 240/11).

Excellence in terminology: The U.S. Bureau of Education defines gifted children as those identified and recognized by qualified professionals who possess high abilities and are capable of performing at a high level (Mustafa Nouri Al-Qamash et al., 2011, p. 268).

- Athletic excellence: Athletic excellence for an individual means that an individual's performance in a specialized sport reaches a level higher than that of their average peers in the same field (sports) and other fields that reflect the individual's functional mental level, provided that their performance in this field (activity) is respected at home, among themselves, and among others (Mohammed Hassan, 2006, p. 19).

- Excellence, according to Harizi Abdel Nour, 2019, is an ability, skill, or developed knowledge in one or more fields of human activity: academic, technical, creative, artistic, and social.

- Industry: The meanings of industry in Arabic dictionaries revolve around producing and perfecting something. We say: "to make" (ḥajjā) means to make (ḥajjā), meaning to make (ḥajjā), and "to make" (ḥajjā) means to perfect an action. Therefore, a skilled and

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accomplished person is called "ḥajjā" (ḥajjā), and a skilled and accomplished woman is
called "ḥajjā" (ḥajjā), meaning she is skilled and adept at working with her hands. (Ibn
Manzur 2005, p. 291/8)

- The art of excellence, procedurally speaking: It is the individual's ability to achieve high grades in proposed performance outcomes according to criteria established for this purpose. It involves charting, paving the way for excellence, and defining its features with the aim of achieving success.

Sports and Study Departments:

This is a ministerial project pursuant to Executive Decree No. 91-490 establishing, organizing, and operating sports and study departments, supplemented by Joint Ministerial Decree No. 06-2008 between the Ministries of Education and Youth and Sports, aimed at nurturing, training, and improving young sports talents and promoting sports practices in schools. Sports and Procedural Studies Departments: These are specialized departments in various sports disciplines at the intermediate level, conducting study and training in educational institutions under the supervision of youth and sports personnel (sports educators, sports technicians), who constitute the study sample.

Management: This is the planning process that precedes implementation and organizes work by dividing it among employees, training and guiding them, raising their morale, and measuring the results achieved against the objectives set in the plan (Zuwail 2000, p. 103).

Management is a distinct process consisting of planning, organizing, shaping, directing, and controlling. It is accomplished to define and achieve objectives through the use of human resources and other resources (Tareq Hussein et al. 2010, p. 143).

Sports Management: Abdul Ghani and Sharaf al-Din (2010) define it as the process of planning, organizing, leading, and controlling the efforts of members of a sports institution and utilizing all resources to achieve specific objectives. It is also the art of coordinating the work elements and the sports product in sports organizations and producing them in an organized manner to achieve the objectives of these organizations.

Management Functions:

The origin of management functions can be traced back to Henri Fayol (1841-1925), who presented them in his famous book "General and Economic Administration." According to Fayol, all managers engage in planning, organizing, controlling, and directing, and the importance of management skills increases as we ascend the hierarchy (Hussein Belajoz 2008, p. 14).

Definition: It is a set of administrative functions that encompass several administrative functions, including planning, organizing, directing, coordination, and controlling (Al-Alaq 2008, p. 94). It works to continuously develop available resources, including human, material, moral, and technical resources, between managers and subordinates, to set advanced goals and achieve the desired results based on objective criteria. - Planning: Planning is considered the most important administrative function within management because it provides the framework within which other functions are implemented. It is a set of administrative activities designed to address the future and ensure that specific decisions are made to utilize individuals and resources (means) (Abu Halima 2004, p. 40).

- Planning is the production of plans for future action, achieving specific results at a specific cost within a specific time period. It is a deliberate attempt to influence, exploit, and control the nature, direction, extent, speed, and impact of change (Mohamed Raziq 2001, p. 12).

- Organization: Henri Fayol says: It is providing the project with everything it needs to perform its function, such as raw materials, machinery, capital, and employees. The organizational function requires managers to establish relationships between people and things (Abdul Maqsoud and Ahmed Al-Shafei 2003, p. 82). Guidance: Guidance is defined as the process of dealing with the human factor. It is required due to the distinctive characteristics of the individual, which makes it a fundamental function of management. It includes leadership, motivation, good communication, and other processes of influencing employees to ensure the achievement of the organization's goals (Halwa, 2007, p. 56) The guidance process can also be defined as exercising a form of leadership over subordinates, supervising them, communicating with them, motivating them to make good efforts, and

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coordinating their collective efforts to achieve the desired and specified goals through
appropriate decision-making.

Coordination:

It is defined as the organized arrangement of group efforts to unify these efforts in the goal and implementation to achieve the specified goal. Therefore, from a management perspective, coordination means the unification and integration of individual efforts (Al-Shamimri, Hijan, Ghanem, 2019, p. 4). Coordination can be defined as the process of integrating the goals and activities of independent units and departments to efficiently achieve organizational objectives. Without coordination, individuals and departments lose sight of their roles within the organization and seek to achieve their own narrow or limited objectives at the expense of the organization's overall goals. A coordinated process is one in which the activities of individuals are harmonious and integrated toward a common goal.

Control:

Ibrahim (2002) states that control is the process of organizing, controlling, and modifying organizational activities in a way that helps achieve objectives. Administrative control begins in conjunction with the strategic planning process. It provides the foundation upon which to build the process of monitoring the actions and procedures undertaken to implement strategic plans, enabling management to determine the extent of progress in implementing the plans and the quality of performance. The technical supervisor (controller) must constantly ensure that implementation is proceeding according to the established plan and the scheduled timings. He or she should observe the extent of trainees' interaction with the program topics, along with the logical sequence of topics and methods used, the extent to which the scientific material is related to the program topic, the time available for each topic, the level of the trainers, and the extent to which they have achieved in transferring information, experience, and knowledge to the trainees. The supervisor has the right to provide assistance, modify the schedule, or arrange the topics (Al-Sayrafi 2008, p. 220).

Previous Studies:

A study by Afrohan Ghania (2008) entitled "The Relationship between Administrative Management and Elite Sports Performance: A Case Study of Elite Football Clubs in Algeria" focused on the legal and legislative dimension, examining the case of elite football clubs in Algeria. The researcher adopted a descriptive approach and used a questionnaire as a study tool. The sample size was 126 individuals, including administrators, coaches, and specialists. The results were as follows:

The current administrative management of elite Algerian football clubs has contributed to the decline in the sporting level. The lack of administrative planning in the clubs has negatively impacted the level of athletic performance. Poor administrative organization, administrative guidance, and current legal legislation have negatively impacted the level of management of elite football clubs. The flexibility of management in implementing laws, monitoring, and current follow-up have impacted the poor management of elite football clubs. Qasim Mukhtar's study (2012) entitled "A Study of the Extent of Tendencies in the Selection Process of Students in Sports and Study Departments" aimed to shed light on how the selection and guidance process for students in sports and study departments is carried out and to highlight the importance of tendencies in this process. The research community consisted of 382 students and 20 sports cadres. The sample included 60 students and 20 sports cadres. The questionnaire was used as a study tool and the results were as follows: The selection process was not subject to correct scientific standards and foundations, but rather subject to the subjectivity and randomness of the trainers due to the lack of experience. The selection process also did not take into account the tendencies and desires of the students. A study by Sawashi Issa (2017) entitled "The Level of Orientation Towards the Dimensions of Athletic Excellence among Students in Sports and Study Sections" is a field study in the state of M'sila. The study aimed to identify the level of orientation towards the dimensions of athletic excellence among students in sports and study sections at the intermediate educational level. These dimensions included: the orientation towards taking responsibility, the orientation towards respecting others, the orientation towards self-control. For this purpose, the researcher used a scale for orientation towards the dimensions of athletic excellence and chose a sample of 72 students in sports and study sections in the state of M'sila (2012) to identify the level of orientation towards the dimensions of athletic

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excellence and compare it to the hypothetical average, as well as the comparison in terms of
gender and type of sport. The researcher concluded that there is an acceptable level of
excellence among students in sports and study sections in the orientation towards the
dimensions of athletic excellence. A study by Muhammad Jassim Muhammad, Adel Awda
Katta', and Ali Hussein Haloul (2017) entitled "Evaluation of the Performance of Sports
Club Presidents in the Southern Governorates (Iraq) from the Perspectives of
Administrative Body Members and Coaches."

The study aimed to identify differences in the opinions of administrative bodies and coaches
regarding the evaluation of the performance of their sports club presidents and to identify
the ranking of the performance evaluation axes of sports club presidents in the southern
governorates of Iraq. The researchers relied on a descriptive approach among a sample of
administrative body members and coaches of sports clubs in the southern governorates in
2010. The results revealed that: Sports club presidents possess administrative skills
represented in planning, leadership, work organization, follow-up and control, human
relations, guidance, and supervision from the perspective of administrators and coaches.

Methodological Study Procedures:

Exploratory Study:

The researcher conducted an exploratory study to understand the subject of the study and
demonstrate its importance. Since the questionnaire was the tool used to complete this
study, I conducted field visits to the study and sports departments and conducted interviews
and discussions with the supervising staff, who served as the study sample. I distributed a
sample of the questionnaires to some staff members to identify any deficiencies and gaps in
the questionnaire questions before the final distribution. I also assessed the clarity of the
questionnaire phrases used by the educators. The most important observations included
identifying the study environment, discovering and modifying some errors, particularly in
the wording, and identifying the study population and sample.

-Method: The descriptive approach was used in this study because it is appropriate for the
subject of the study.

-Study Population: The study population includes all supervisors of the sports and studies departments in Ouargla Province, totaling 20 educators.

-Sample: The sample numbered 20 educators from the project supervisors, who were selected using a comprehensive census method.

-Study Tool: The researcher relied on a questionnaire as a method for collecting information from the sample members.

Tool Description: The questionnaire was designed by the researcher after being reviewed by a group of expert referees in the field and finalized. The questionnaire consists of five main axes, including Henri Fayol's management functions, which serve as the study's hypotheses: (administrative planning, administrative organization, follow-up and control, administrative coordination, guidance and supervision). It contains 25 sequential statements, from which the respondent chooses between two alternatives (yes or no).

Table 1 represents the questionnaire content.

Axes	Numbers	Scope of statements
Administrative planning	6	From 1 to 6
Administrative organization	5	From 7 to 11
Follow-up and control	5	From 12 to 16
Administrative coordination	5	From 17 to 21
Guidance and supervision	4	From 22 to 25

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Source: Kouache Rida Toufik

Table. 02 represents the weighting ranges.

Answer alternatives	Weighting ranges
No	From 01 to 1.5
Yes	From 1.5 to 02

Source: Kouache Rida Toufik

Fields of study:

Spatial scope: The study was conducted at the averages included in the project in the cities of Touggourt and Ouargla, Ouargla Province, Algeria.

Human scope: All supervisors carrying out their duties to supervise the sports and study departments project in Ouargla Province.

Temporary scope: The study began in the period extending from the beginning of January 2025 to the end of May 2025.

Psychometric characteristics of the study tool

Instrument Validity: The correlation between the questionnaire dimensions and the total score was calculated, which can be used as an indicator of construct validity (concept). The Pearson correlation coefficient was used to measure the score of each questionnaire dimension and the total score. The table illustrates this:

Table. 3 shows the correlation coefficients between the questionnaire dimensions and the total score.

Dimension	Correlation coefficient with the total score
Administrative Planning	0.63
Administrative Organization	0.72
Control and Follow-up	0.87
Administrative Coordination	0.60
Direction and Supervision	0.65
Questionnaire as a whole	0.69

Source: Kouache Rida Toufik

Analysis: From Table 3, it is clear that all correlation coefficients extracted between the questionnaire dimensions and the total score are significant and positive, confirming the validity of the questionnaire.

Instrument Reliability: Reliability coefficients were calculated using the Statistical Package for Statistics, 25th Edition. **Cronbach's alpha coefficient:** Measures the internal consistency of the test by linking the test's reliability to the reliability of its items. After calculation,

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 Cronbach's alpha coefficient reached 0.72, which represents a very high reliability that allows for comfortable study.

Split-half: The reliability coefficient after correction reached 0.71, which is a high value, confirming the questionnaire's reliability.

Statistical methods used:

The researcher used several statistical methods to facilitate the analysis of the results, including:

Pearson's correlation coefficient - arithmetic mean - hypothetical mean - standard deviation
 - Cronbach's alpha coefficient - Sirman-Brown coefficient (25th edition).

Analysis and interpretation of the study results:

Analysis and interpretation of the results of the first hypothesis: It states that "the current administrative planning in the study and sports departments project has a positive impact on the level of student athletic performance."

Table No. 4 represents the results of the first hypothesis (administrative planning).

Phrases	Yes	No	Arithmetic Mean	Hypothetical Mean	Standard Deviation	Significance
06	47%7.83	73%12.16	1.40	1.87	0.104	0.07

Source: Kouache Rida Toufik

Analysis:

From the results of Table No. 4, which shows the results of the first hypothesis, we find that the "no" response rate (12.16) exceeded the "yes" response rate (7.83) and the hypothetical mean (1.87). The arithmetic mean also exceeded the mean (1.47) at a significance level of 0.07, which is greater than the significance level of 0.05, meaning it is not significant,

contrary to the hypothesis' expectations. Therefore, we reject the alternative hypothesis and accept the null hypothesis, which states that the current administrative planning in the Sports and Education Departments project has a negative impact on the level of athletic performance of gifted students in Ouargla Province. Our study is consistent with the study by Afrohan Ghania (2008), which concluded that the lack of administrative planning in elite football clubs negatively impacted the level of athletic performance. Our study contradicts the study by Muhammad Jassim Muhammad (2017), which concluded that the heads of sports clubs possess administrative skills represented in planning and leadership. The researcher attributes this result to the lack of positive planning, as those responsible for the sports and study departments project do not study and analyze the work required to be implemented due to the lack of clear goals that those in charge of the project are working to achieve. Analysis and Interpretation of the Results of the Second Hypothesis: It states that "the current administrative organization achieves excellence and distinction in the sports field for the Sports and Education Departments Project."

Table 5 represents the results of the second hypothesis (administrative organization).

Phrases	Yes	No	Arithmetic Mean	Hypothetical Mean	Standard Deviation	Significance
05	39/7.8%	61/12.2%	1.45	1.76	0.141	0.07

Source: Kouache Rida Toufik

Analysis

From the results of Table 5, which illustrates the results of the second hypothesis, we find that the "no" response rate (12.2%) exceeded the "yes" response rate (7.8%), and the hypothetical mean (1.76%) is greater than the arithmetic mean (1.45%), with a significance level of 0.07. This is greater than the significance level of 0.05, and is not significant. It contradicts the hypothesis' expectations. Therefore, we reject the alternative hypothesis and accept it. The null hypothesis that the current administrative organization does not achieve

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 excellence and distinction in the sports field for the project of sports and study departments in Ouargla state, and our study agrees with the study of Afrohan Ghania 2008, which concluded that poor administrative organization in elite clubs has a negative impact on the level of sports performance and conflicts with the study of Qadri Tawfiq 2012, which concluded that the organization and administrative management have a role in influencing the physical activity of school sports, and the researcher explains the reason for this to the fact that the current administrative organization does not take into account the importance of specialization in administrative work, nor does it benefit from administrative functions as needed, as it works in isolation and does not help in achieving excellence and distinction and the objectives of this project.

It states that "the current administrative coordination facilitates communication channels between the coach and the administration of the sports and study departments project in Ouargla state." Analysis and Interpretation of the Results of the Third Hypothesis.

Table 6 represents the results of the third hypothesis: (Administrative Coordination)

Phrases	Yes	No	Arithmetic Mean	Hypothetical Mean	Standard Deviation	Significance
05	48/9.6%	52/10.4%	1.92	1.92	0.070	0.06

Source: Kouache Rida Toufik

Analysis:

From the results of Table 6, which illustrates the results of the third hypothesis, we find that the percentage of "no" responses (10.4%) is greater than the percentage of "yes" responses (9.6%), with a hypothetical mean of 1.92, greater than the arithmetic mean of 1.48. The significance level is 0.06, which is greater than the significance level of 0.05. It is not significant and contradicts the hypothesis' expectations. Therefore, we reject the alternative hypothesis and accept the null hypothesis, which states that the current administrative

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 coordination does not facilitate communication channels between the trainer and the project management. Sports and Education Departments in Ouargla Province. Our study is consistent with the study by Afrohan Ghania (2008), which concluded that the current legislative and legal framework has an impact on poor administrative management within the elite circles of Algerian football. It is not consistent with the study by Mohamed Jassim Mohamed (2012), which concluded that sports club presidents possess administrative skills in planning, leadership, work organization, follow-up and oversight, human relations, and coordination among them. The researcher attributes this result to the lack of ongoing coordination between coaches in the sports and education departments, the higher bodies in charge of the project, and the various administrative units of the sports and education departments, as well as the various administrative functions that contribute to achieving the objectives.

Analysis and interpretation of the results of the fourth hypothesis: which states that "the current administrative direction takes into account the excellence and care of athletes in the sports and education departments project in Ouargla Province."

Table No. 7 represents the results of the fourth hypothesis: (administrative guidance)

Phrases	Yes	No	Arithmetic Mean	Hypothetical Mean	Standard Deviation	Significance
05	5%/25	15%/75	1.39	1.83	0.120	0.06

Source: Kouache Rida Toufik

Analysis:

From the results of Table No. 7, we can see that the percentage of "no" responses (15%) is greater than the percentage of "yes" responses (05%), with a hypothetical mean of 1.83. The arithmetic mean exceeded 1.39, with a significance level of 0.06, higher than the significance level of 0.05. That is, the hypothesis was not met, and it was contrary to the expectations of the hypothesis. Therefore, we reject the alternative hypothesis and accept

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the null hypothesis, which states: The current administrative guidance does not take into account the excellence and care of athletes in the sports and study departments project in Ouargla Province. Our study agreed with the study. Afrohan Ghania (2008) concluded that the administrative guidance currently prevalent in elite clubs has a negative impact on raising the level of athletic performance. This study is inconsistent with the study by Muhammad Jassim Muhammad (2012), which concluded that sports club presidents possess numerous administrative skills, including leadership, human relations, guidance, and supervision, from the perspective of administrators and coaches. The researcher attributes this finding to the administration's failure to consistently guide and supervise athletes due to its inability to provide the necessary guidance they need. This is due to a lack of academic expertise to assist them in guidance, supervision, and support in this specialty.

Analysis and interpretation of the results of the fifth hypothesis: which states that "the current administrative oversight takes into account the evaluation and assessment of the objectives set for the project of sports and study departments in Ouargla province."

Table No. 8 represents the results of the fifth hypothesis: (Administrative Control)

Phrases	Yes	No	Arithmetic Mean	Hypothetical Mean	Standard Deviation	Significance
04	26/6.5%	54/13.5%	1.38	1.78	0.135	0.07

Source: Kouache Rida Toufik

Analysis:

From the results of Table No. 8, we can see that the "No" response rate was 13.5, which is greater than the "Yes" response rate, which was estimated at 6.5, with a hypothetical mean of 1.78, which is greater than the arithmetic mean of 1.38, and a significance level of 0.07, which is greater than the significance level of 0.05. Here, we find that our hypothesis was not met, but rather the opposite of what was expected. Therefore, we reject the alternative

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hypothesis and accept the null hypothesis, which states that "current administrative control does not take into account evaluation." And evaluating the objectives set for the Sports and Study Project in Ouargla State, our study agreed with the study by Afrohan Ghania 2008, which concluded that the flexibility of the administration in applying the current laws, oversight and follow-up affected the poor management of elite football sports clubs, but it conflicted with the study by Muhammad Jassim Muhammad 2017, which concluded that the presidents possessed the administrative competencies that qualified them to obtain a positive evaluation, as well as qualified them to possess the administrative skills represented in oversight and follow-up from the point of view of administrators and coaches. The researcher explains the reason for this to be that oversight and follow-up in the Sports and Study Departments Project in Ouargla State is ineffective and does not respond to the requirements of the objectives represented in evaluation, assessment, oversight and follow-up, as it is limited to the presence and absence of supervisors only, and neglects the real objectives in diagnosis and finding alternatives to solve problems and make appropriate and strategic decisions. This is because those in charge of the project do not diagnose the obstacles and do not work to solve them, and the technical supervisors in the ministry do not see all the observations of their follow-up.

Conclusion:

This study concluded several findings, including:

- The current administrative planning in the Sports and Education Departments project has a negative impact on the athletic performance of gifted students in Ouargla Province.
- The current administrative organization does not achieve excellence and distinction in the sports field of the Sports and Education Departments project in Ouargla Province.
- The current administrative coordination does not facilitate communication channels between the coach and the administration of the Sports and Education Departments project in Ouargla Province.

- The current administrative direction does not take into account the excellence and nurturing of gifted athletes in the Sports and Education Departments project in Ouargla Province.

- The current oversight and follow-up do not consider the evaluation and assessment of the objectives set for the Sports and Education Departments project in Ouargla Province.

- The administrative functions to achieve excellence and distinction in the sports field of the Sports and Education Departments project in Ouargla Province are not implemented to the required level, as advocated by Henri Fayol's theory of management principles.

- The Sports and Education Departments project in Ouargla Province failed to achieve excellence in the sports field as a first attempt, which led to the project's suspension in 2016/2017. Study Recommendations:

- The need to rely on the scientific method when preparing sports projects related to achieving excellence and discovering and nurturing talented athletes.

- Conducting more specialized scientific research in this field and benefiting from it.

- The need to involve all stakeholders in the sports project planning process by opening communication channels as a key element for the success of any project.

- Concluding cooperation and partnership agreements with leading countries in the field of sports education and training.

- Benefiting from the experiences of successful countries in the field of sports education, training, and education.

- Adopting a training and education policy for executives, athletes, and administrators.

- Holding scientific sessions to benefit from and find solutions to the obstacles that hinder sports development.

- The need to follow the application of Henri Fayol's management functions in implementing future projects for success.

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Appendices

Form Questionnaire

Dear Employee:

As part of a research study on the project of sports and study departments in educational institutions, entitled "Creating Excellence in the Field of Sports According to the Functions of Management by Henri Fayol (An Evaluative Study of the Experience of the Sports and Study Departments Project in Ouargla Province), we kindly ask you to assist us by answering the questionnaire accurately, leaving no statement unanswered. We inform you that all your answers will be treated with confidentiality, as they will be used for scientific research purposes only. We thank you for your cooperation.

Personal Data:

Job Level: Work Area

Work Institution: Teaching Specialization:

First Axis: Administrative Planning

paragraphs	yes	No
Supervisors of the Sports and Studies Departments carry out their duties according to a pre-planned plan.		
The Sports and Studies Departments project is characterized by an objective, scientific approach.		
There are clear objectives that those in charge of the Sports and Studies project work to implement.		
The officials responsible for the Sports and Studies Departments project study and analyze the tasks required to be implemented.		
The supervisors of the Sports and Studies Departments project develop		

alternative plans for the main work plans.		
Supervisors of the Sports and Studies Departments hold meetings according to a specific, sequential schedule.		

Second:Administrative Organizati on

graphsPara	Yes	No
The current administrative organization of the Sports and Education Departments emphasizes the importance of specialization in administrative works.		
The current administrative organization of the Sports and Education Departments respects the chain of responsibility in business management.		
The current administrative organization of the Sports and Education Departments works to link the various functions together.		
The current administrative organization of the Sports and Education Departments utilizes administrative functions as needed.		
The current administrative organization of the Sports and Education Departments emphasizes working within a defined administrative structure.		

ThirdAxis:Follow - up and monitoring

Paragraphs	Yes	No
Supervisors of the Sports and Education Departments continuously monitor the training of the Sports and Education Department teams.		
those responsible for follow-up identify obstacles and work Through follow up to resolve them.		
Technical supervisors inform the Ministry of all observations made duringtheir field follow of the Sports and Education Departments .		
Managers monitor deficiencies in sports equipment and supplies for the		

.sports and study departments		
Managers monitor deficiencies in sports equipment and supplies for the .sports and study departments		

Fourth Axis: Administrative Coordination

Paragraphs	Yes	No
Current communication channels facilitate the administrative coordination process for the sports and study departments		
There is ongoing coordination between the educators of the sports and .study departments and higher bodies		
There is coordination with various administrative functions to help achieve .goals		
.There is a rapid flow of information to facilitate the achievement of goals		
Educators submit their daily reports to the relevant management for .ongoing coordination		

Fifth Axis: Guidance and Supervision

Paragraphs	Yes	No
The institution's director continuously supervises the implementation of .the sports and study departments' project plans		
.The institution's director continues to provide guidance whenever possible		
.Directors have the ability to provide necessary guidance		
Directors of educational institutions possess the academic expertise that .assists them in guidance		

