HUMAN ASSET GETTING READY FOR SCOUT DIVISIONS IN PREPARING AND EXPERT ADVANCEMENT

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ABSTRACT

The objective is expanding, to fabricate, and execute a measure for the laborers in the exploring individuals and to distinguish their levels. The specialists utilized the spellbinding way to deal with its fittingness to the idea of critical thinking and the examination network was picked in the deliberate manner spoke to by the laborers in the exploring divisions of the games and exploring directorates of the number (91), and furthermore included structure techniques. The scale at that point leads the factual exchanges for separating the markers of Validate, consistency and objectivity and based on the outcomes got which demonstrated various degrees of laborers in the exploring individuals and that the vast majority of them fell at a middle of the road level.

Keywords: scout development, HR making, expert improvement

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INTRODUCTION

The fast and nonstop improvement of present day innovations doesn't make the administration of people simpler or less significant however in actuality, this administration becomes through this advancement a definitive factor in the achievement or disappointment of the establishment, considers in the field of the executives and specifically the exploring authoritative work have become the pioneer's capacity to play out the association Mainly dependent on his character and his job in applying and actualizing what is expected of him to accomplish the set objectives. This investigation is notwithstanding being adding to giving rich ground to future research related not exclusively to the specialized side, yet additionally connecting the regulatory side to the specialized side of the exploring individuals and disclosing their capacity to accomplish good execution, that the pioneer must have exceptional capabilities that assist him with prevailing in a money which requires To the need of the accessibility of novel and unmistakable procedures that can accomplish this expert improvement in the event that he is depended with this activity.1
The scout development is seeing right now many quickening factors in different fields, so 'change is a need of the occasions where we live, and as a result of the scientists' experience of watching lost proficient authority and the nonappearance of authoritative structures and covering of forces and different issues that prompted the decay of the managerial procedure in making Planning HR and hindering their development and advancement.

Research problem

The projects and techniques for dealing with the human component and taking care of issues coming about because of its utilization and the board can't be founded on sound establishments except if they are joined by a comprehension of the idea of this component and information on the drivers and deciding its conduct and influencing its patterns, as per its precise and sorted out procedures with the end goal of expert improvement and the nonappearance of a scale for human asset arranging in Training and expert advancement, which upgrades the issue of research, that the past investigations, to the extent the specialists knew, didn't address such an examination.

Research objectives

1. Building and applying the size of human asset getting ready for scout divisional representatives in preparing and expert advancement
2. Knowing the degree of HR making arrangements for exploring individuals in preparing and expert improvement

Research fields

1. The human field: the laborers in the exploring divisions of the games and school directorates of the focal and southern areas.
2. Time field: 1/17/2019 to 8/12/2019
3. Spatial field: Sports and school directorates are under scrutiny.

MATERIALS AND METHODS

Research Methodology

The examination test was picked by the (deliberate) technique and it comprised of (91) and 100% of the exploration network is from the executives working in the exploring divisions of the games and school exercises directorates in the focal and southern locales. The example was partitioned into two gatherings:

1. The exploratory research test, which notwithstanding (15) and (16.48) rates from the examination network.
2. The last application test included (76) and (83.51%) of the examination network.
Primary hunt methodology

Plan, development, and field methodology

The scientists gather information and data for the reasons for introduction and investigation. One of the strategies utilized right now the poll structure. As the exploration is keen on looking for the assessments of laborers in the directorates of sports and school movement, the specialists embraced the survey structure as a primary methods for information assortment, which the scientists arranged and planned.

Setting up the essential recipe for the scale

The scientists depended on building the underlying rendition of the scale on close to home meetings with specialists and authorities right now get to know their assessments and get the biggest conceivable measure of data that helps the analysts in figuring sections of the scale just as survey a portion of the benchmarks identified with the subject of research in the field of the board and association and find out about the idea of circumstances It remembers the path for which the passages are defined, and after that the specialists detailed the sections for the scale, and the analysts attempted to consider the simplicity and clearness of their substance and the absence of contrast in people in their translation and shortening thus the quantity of passages in their underlying structure came to (22) sections speaks to the size of HR making arrangements for exploring individuals working in preparing and expert improvement.

Decide the technique and standards of section definition

The analysts depended on figuring the sections on the Likert strategy, as it is viewed as one of the normal strategies for estimation

Scale sections are introduced to judges

In the wake of setting up the scale in its underlying structure, which contained (22) sections, the scientists introduced the scale to a gathering of referees who have understanding and specialization in the field of sports and managerial sciences so as to recognize the legitimacy of the scale passages and the degree to be suitable in estimating what was set to gauge it just as Evaluating and correcting passages and making a decision about them as far as wording and exactness in content.

The specialists examined the aftereffects of the poll utilizing the rate as a paradigm for tolerating or barring sections of the scale, as the passages that were settled upon (75%) or more are acknowledged by the authorities, and (Bloom) shows that the scientists must acquire endorsement of (75%) or a greater amount of the assessments of the referees In this kind of Validate, the two analysts got the understanding proportion, and accordingly, two sections of the scale were erased.

Pilot study

After the scale got prepared for application, the analysts directed the exploratory examination a long time before the last use of the exploration, by applying the size of HR arranging in preparing and expert
advancement. What's more, an example comprising of (15) directors dated (3/22/2019) to set up the explanations behind progress while applying the principle test to the exploration test to ensure the example comprehends the passages of the scale and so as to stay away from any mistakes or trouble while applying during the primary trial of research, and possesses The analysts give enough energy for the people to test.

The main experience

Indicators of truth and reliability of measures

Validate the scale

It is the test (the scale) whose name denotes its sincerity, honest in its apparent image, in other words it is not scientific and statistical Validate. The apparent Validate is one of the types of Validate that is evident through the contents of the scale form and through the paragraphs in the measurement of the phenomenon to be measured, by presenting these paragraphs to experts and specialists. This type of Validate has been achieved by presenting the scale to experts and specialists in the science of management and tests And the measurement as passed in the presentation of the initial version of the scale.

Stability of scale

One of the statistical methods for determining the stability factor is the Alpha Kornbach method. This method was used due to the fact that it is used in any type of substantive and essay questions. Since stability was extracted in this way by applying the Kornbach equation to individuals of the construction sample of (15) on the scale using the bag The statistic (SPSS) shows that the value of the stability coefficient reached (0.782), thus the scale can be adopted as a tool for research.

Objectivity

The test is objective when the results of the test are not affected by the self or the personality of the corrector, meaning that the examiner gets a certain degree when he corrects the test more than one, and from the characteristics that make.

Objective testing The questions that the test contains are specific and the question has one answer.

The final application of the scale

After completing all the requirements and procedures for designing the scale, the scale became ready for application, and it consisted of (20) paragraphs, whereby the researchers applied the scale in its final image to the number of the application’s number (76) administrators. After analyzing the responses of the research sample, the data was collected in a special form, as each administration has a degree his own.

Statistical means

The researchers used the statistical bag (SPSS).
RESULTS AND DISCUSSION

Presentation, analysis and discussion of results

The mean and standard deviation of the human resource planning scale for scout divisional employees in training and professional development was presented

\[
\begin{array}{|c|c|c|}
\hline
\text{Scale} & \text{Mean} & \text{SD} \\
\hline
\text{Planning human resources for scout people in training and professional development} & 63.273 & 11.640 \\
\hline
\end{array}
\]

Table 2: The raw grades, levels, number and percentage of human resource planning scale for scout divisional employees in training and professional development

<table>
<thead>
<tr>
<th>Levels</th>
<th>Raw grade</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>very good</td>
<td>84-100</td>
<td>6</td>
<td>7.89%</td>
</tr>
<tr>
<td>good</td>
<td>68-83</td>
<td>17</td>
<td>22.63%</td>
</tr>
<tr>
<td>Average</td>
<td>52-67</td>
<td>46</td>
<td>60.52%</td>
</tr>
<tr>
<td>Acceptable</td>
<td>36-51</td>
<td>7</td>
<td>9.21%</td>
</tr>
<tr>
<td>Weak</td>
<td>20-37</td>
<td>0</td>
<td>0%</td>
</tr>
</tbody>
</table>

Table (2) shows the human resources planning for scouting people working in training and professional development to upgrade scout leaders. The sample was distributed on several levels, as it becomes clear that the administrators who reached a very good level are (6) administrative, i.e. a rate of (7.98%) and the level is good (17) Administrative and its percentage (22.36%), the intermediate level (46) is administrative, i.e. its rate is (60.52%), and the level is acceptable (7) administrators, which means (9.21%) and the level is weak (zero).

Through the results mentioned in the above, the scouting people who got a very good level and a good level turned out that interest in training programs helps a lot in improving performance and this is done through the experiences of old workers and training new workers, as these programs do not only improve the quality but rather reduce the number of errors The employees of the scouting people should not only perform their duties to improve skills, but also train scout leaders on those skills. Training programs should assist scout leaders in recalling the improvement method that can be achieved within the limits of their responsibilities without a training program SEK It is difficult to solve problems and without education, there
will be no change in the attitudes and behavior of workers, and it must be said that the development programs of any institution begin and end with training with a view to providing workers with the skills, knowledge and trends that enable them to develop and improve performance continuously and now organizations have begun to realize the importance of workers as resources and focus Planning The Human Resources Department on the proper use of an organization's human resources to help it maintain its capabilities or improve it, as dyer defined it as (the general and comprehensive plan of the organization in its active use of its members in order to accomplish its mission and achieve its goals).

As for either scouting people who got a (average) level, because they are the forces of change that appeared in the twentieth century greatly affected the management function, so performing this function requires addressing these forces through intensive training programs that mainly aim to Develop awareness and different skills among individuals and follow up on modern ideas and methods that have become a feature of this century that increased participation means a greater responsibility that requires a high level of skill and this is achieved through training and the key to effective training is a real understanding of the workers of the scouting people and the needs of For training, asserted that resource planning is a "long-term plan that the establishment takes as a basis for taking decisions from the reality of defining its current and future mission and is based on defining the scope of products and markets in which it deals, the uses of the resources available to it, the competitive advantages it enjoys, and the effect of compatibility between Its various administrative functions and its various business activities in order to achieve the cohesion of the facility internally and enable it to move freely and adapt to what links it with its external environment and reach its goals, goals and basic objectives in a balanced manner."

As for the scouting people who got a (acceptable) level, because the enthusiasm for the administrative programs they provide stems mainly from their sense of modernity and creativity, so it is necessary for the administrator to strive to renew and update the administrative and operational methods he offers, and to renew the method, and to use new methods and tools, which is an option. The strategic is one of the important stages of management and planning, which ends in adopting the tracks of planning for management, and this is confirmed by the facilitator Ibrahim, "Human Resources Management is a strategic approach to managing the most important assets of the organization, and it is the human origin that is truly the intellectual capital in the organization. In light of the contemporary changes that occurred in the twentieth century, (Al-Salami) states that human resources comprise all individuals working in the organization of different types and nationalities, and whatever different levels and skill levels and types of jobs they perform, they include every body of management, and workers in the services and professions Help in any organization."

CONCLUSIONS

1. Building a human resource planning scale for scout divisional employees in training and professional development.
2. There is a clear variation in the level of human resources planning for scouting people working in training and professional development

3. The results of the study proved that the departments aim to continuously improve the performance of the scout leaders and develop a specific plan or formula for training and allocate a high financial budget to it.

ETHICAL CLEARANCE

The Research Ethical Committee at scientific research by ethical approval of both environmental and health and higher education and scientific research ministries in Iraq

CONFLICT OF INTEREST

The authors declare that they have no conflict of interest.

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REFERENCES


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