



Building and Applying a Performance Evaluation Scale for the Administrative Bodies of Premier League Football Clubs from the Perspective of Their Management

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Abstract: This research aims to highlight the importance of the administrative aspect in developing sports performance. Athletic achievement is no longer dependent solely on physical and technical factors; administrative performance has become a fundamental element in building teams and champions. Studies have shown that scientific sports management represents the first step in discovering and preparing talents for high-level competition. Here, the role of testing and measurement science emerges as a key tool in evaluation and selection, contributing to the design of sports programs and plans and correcting both administrative and technical pathways. The research problem lies in the need to construct a scientific scale to evaluate the performance of administrative bodies in premier league football clubs, from the perspective of the technical staff who are most closely engaged with these bodies. The research objectives are: (1) to build a scale for evaluating administrative performance, and (2) to apply this scale to a sample of technical staff members in premier league clubs. The study also defines its human, spatial, and temporal domains, specifying the period from January 25, 2026, to February 29, 2026. The significance of the research is in identifying the level of performance of administrative bodies in premier league clubs, revealing strengths and weaknesses, and supporting the development of administrative work to achieve better athletic outcomes

Keywords: Sports Management, Testing and Measurement, Performance Evaluation, Administrative Bodies, Premier League Clubs, Football

Introduction

There is no doubt that the progress achieved in various sports was not a matter of coincidence, but rather the result of adopting a scientific and academic approach, which is one of the most important reasons behind such development. In the past, it was believed that the physical and technical aspects were the most important, or even the only factors, upon which teams, clubs, and federations relied to achieve the highest levels of sporting success. However, through studies and research that sought ways to improve performance and achieve better results, it has been concluded that attention to the administrative aspect is no less important than the technical side. In fact, it is considered the first step in producing a champion or a successful sports team. This was confirmed by Ibrahim Younis, who stated:

“If you decide to create a champion or enter competition at the highest levels, you must first begin with scientific sports management that identifies and prepares athletic talents.” (1)

Here emerges the role of science concerned with testing and measurement, which plays a major role in what has been mentioned above. The processes of evaluation and selection are an essential part of this science, which has become directly linked to the development of sports plans and programs. This was emphasized by Haider Abdul Hussein and others, who noted: *“The importance of testing and measurement lies in evaluating programs and setting different plans for all levels and age groups in sports activities.” (2)*

Therefore, it has become necessary to use administrative evaluation processes for teams and clubs in order to achieve the desired level of success. To accomplish this, measurement must be employed as the tool upon which evaluation is based, leading to correction of the course—whether administratively or technically. This requires identifying strengths and weaknesses through those who interact most closely with the administrative body, namely the members of the technical staff, whose work is directly tied to the outcomes of the administrative body. This was highlighted by Imad Saadallah, who stated: *“The administrative body has become the most important, as it organizes the work of other bodies in meeting the needs of sports teams.” (3)*

The importance of this research lies in identifying the performance level of administrative bodies in premier league clubs from the perspective of the technical staff, who—as mentioned—are the closest to these bodies. This will help achieve optimal performance, correct mistakes, and develop the work of such administrative bodies.

Research Problem

Through the researchers’ observation of the premier football league and their field visits to some clubs, as well as information obtained from members of both the administrative and technical staff during the development of a scale related to the players of these clubs, it was found that the performance of administrative bodies has a significant impact on the level of these clubs. Therefore, it was necessary to construct a scale to identify the level of such performances, leading to the central research question:

Can the scale proposed in this study effectively evaluate the performance of the administrative bodies of these clubs?

Research Objectives

1. Constructing a scale to evaluate the performance of administrative bodies in premier football clubs from the perspective of their technical staff.
2. Applying the scale to the research sample.

Research Fields

- Human Field: Members of the technical staff of these clubs.
- Spatial Field: Headquarters of premier football clubs.
- Temporal Field: From 25/1/2026 to 29/2/2026.

Definition of Research Terms

1. Performance Evaluation: "A process that requires assessment, comparison, competition, or making adjustments and corrections to performance, including objective evaluation that relies on standards and measures." (1)
2. Administrative Bodies: A group of members elected by secret ballot, serving as the executive authority responsible for managing the club's daily affairs, implementing the decisions of the general assembly, and representing the club before official entities and federations. (2)
3. Technical Staff: The body responsible for all psychological aspects, player selection, team preparation, and setting appropriate plans to achieve technical goals. It consists of coaches and psychological specialists. (3)

Methodology

The researchers adopted the descriptive method, as it is most suitable for the nature of the study. Falah Khalil stated: "The constructive approach is the most appropriate for building scales." (1)

Research Population and Sample

The research population consisted of members of the technical staff of premier football clubs, including the head coach, assistant coach, goalkeeping coach, fitness trainer, and performance analyst (in some clubs). Their total number was 115 members. The research sample was selected intentionally, comprising 52 members, which represents 45.2% of the population—a relatively high percentage. Sami Milhem noted: "In descriptive studies, samples of about 20% are taken from relatively small populations, and 5% from very large ones." (2)

As shown in

Table 1. Research Population and Sample

Research Population	Exploratory Sample	Percentage	Research Sample	Percentage	Total Sample Percentage
115	5	4.3%	47	40.8%	45.2%

Research Tools and Data Collection Methods

- Exploratory forms distributed to experts.
- Scale item forms.
- Electronic calculator.
- Computer (Laptop)

Preparing the Scale Dimensions and Determining Their Validity

By identifying the main duties of club administrative bodies, seven dimensions were initially proposed for the scale. These were then presented to experts, who provided feedback. The researchers adopted a 75% agreement threshold, and ultimately five dimensions were approved after merging and eliminating some items:

1. Plans and strategies.
2. Management and organization of human resources.
3. Club management, monitoring, and evaluation.
4. Financial management.
5. Public relations and media.

Preparing the Scale Items and Determining Their Validity

After defining the dimensions, items were drafted for each dimension in accordance with its nature. These items were reviewed by experts, and their feedback was incorporated. The researchers finalized 26 items distributed across the five dimensions, as shown in Appendix (1).

First Pilot Study

The researchers conducted the first pilot study on ten participants from the research sample to determine the ease or difficulty of responding to the items, the time required to complete the scale, and the participants' comprehension of the items.

Second Pilot Study

The second pilot study was carried out on the same participants as the first. Some items were reformulated to better match the participants' level of understanding and to facilitate extraction of the psychometric properties of the scale. It was found that the time required to answer the items ranged between 4–7 minutes.

Main Experiment

The main experiment involved distributing the scale questionnaires to the research sample manually and electronically. The completed questionnaires were collected, and statistical analyses were performed on the data.

Scientific Foundations of the Scale

The reliability of the scale was verified through test-retest, conducted one week after the first pilot study under identical conditions with the same participants. The reliability coefficient was high, reaching 92%. Additionally, the split-half method was applied, dividing the items into odd and even sequences and calculating the correlation coefficient. The results indicated statistical significance, with a reliability of 87%. *"This method is advantageous for its brevity and avoids the influence of learning transfer, which may be negligible."*
(1)

Test Validity

To verify the validity of the test, the researchers distributed the scale questionnaire to experts to confirm content validity (judges' validity). Based on their feedback, some items and dimensions were deleted, modified, or added to ensure that the scale measures the intended trait. This aligns with Issam Al-Nimr's assertion that: *"The validity of a scale is determined by the extent to which the test represents the behavioral domain of the measured trait."*
(2)

Objectivity of the Scale

After presenting the dimensions and items of the scale to experts, the level of agreement was very high, reaching 90%. The clarity of the scale’s instructions and the specification of responses with defined scores that do not allow for interpretation or bias grant the scale a high degree of objectivity. Haider Abdul Hussein and others emphasized: *“The objectivity of the scale depends on providing precise and clear instructions as well as selecting intelligent judges.”* (1)

The following table illustrates the scientific foundations of the scale:

Table 2. Scientific Foundations of the Scale

Reliability Coefficient	Validity Coefficient	Objectivity Coefficient
Test-Retest Method: 92%	Split-Half Method: 87%	Judges’ Validity: 0.909
	Self Validity: 0.93	Objectivity: 0.909

Final Form of the Scale

After making modifications to the dimensions and items of the scale based on expert opinions and the two pilot studies, the final version of the scale was as follows:

- The scale consisted of five dimensions comprising 26 items, all positively oriented.
- The scale adopted a simplified response format, which is particularly suitable when respondents are older or when quick results are desired, as it reduces confusion among participants. (2)

Statistical Methods

The researchers used SPSS software and artificial intelligence techniques to process and analyze the statistical data.

Result and Discussion

Table 3. Statistical Application of the Scale

Dimension	Number of Items	Minimum Value	Maximum Value	Arithmetic Mean	Hypothetical Mean	Standard Deviation	Calculated T	Tabular T	Significance
Strategies Management and	5	5	12	8.9	10	1.1	-7.212	2.00	Significant
Organization of Human Resources	5	5	14	9.1	10	1.6	-4.056	2.00	Significant
Club Management, Monitoring, and Evaluation	5	5	13	8.8	10	0.92	-9.40	2.00	Significant
Financial Affairs	6	7	9	10.9	12	0.81	-9.79	2.00	Significant

Dimension	Number of Items	Minimum Value	Maximum Value	Arithmetic Mean	Hypothetical Mean	Standard Deviation	Calculated T	Tabular T	Significance
Public Relations and Media	5	8	14	9.2	10	2.2	-2.623	2.00	Significant

From Table (3), it is evident that the mean for the *Strategies* dimension was 8.9 compared to its hypothetical mean of 10, with a calculated T-value of -7.212, indicating statistical significance and substantial differences, with a standard deviation of 1.1.

For *Management and Organization of Human Resources*, the arithmetic mean was 9.1 compared to the hypothetical mean of 10, with a standard deviation of 1.6 and a calculated T-value of -4.056, which exceeded the tabular value, showing statistical significance and clear differences.

The *Club Management, Monitoring, and Evaluation* dimension had an arithmetic mean of 8.8 compared to the hypothetical mean of 10, with a standard deviation of 0.92. The calculated T-value was -9.40, indicating significant differences and a relatively low deviation, reflecting consistency in responses.

For *Financial Affairs*, the arithmetic mean was 10.9 compared to the hypothetical mean of 12, with a standard deviation of 0.81, showing limited dispersion of responses. The calculated T-value was -9.79, indicating significant differences and highlighting major issues in financial management.

Finally, the *Public Relations and Media* dimension had an arithmetic mean of 9.2 compared to the hypothetical mean of 10, with a relatively high standard deviation of 2.2, reflecting greater variability in responses. The calculated T-value was -2.623, which, although statistically significant, showed smaller differences compared to other dimensions.

4-2 Analysis of Results

The results in Table (3) reveal statistically significant differences between the arithmetic means of the five dimensions of the scale and their hypothetical means, all of which were lower than the hypothetical mean. This indicates that the performance level of administrative bodies in premier football clubs, from the perspective of the technical staff, is below the required standard.

- The Financial Affairs dimension ranked first, showing the largest differences. This suggests that financial management suffers from poor administration and misuse, with a lack of transparency. The balance between revenues and expenditures was found to be inadequate.
- The Club Management, Monitoring, and Evaluation dimension ranked second, indicating that administrative decisions are poorly studied and influenced by external or internal pressures. Monitoring and evaluation of plans were unsatisfactory from the technical staff's perspective.

- The Strategies dimension ranked third, with large differences between the arithmetic and hypothetical means. This reflects the absence of a clear vision for the future, poorly defined goals, and insufficient attention to youth categories.
- The Management and Organization of Human Resources dimension also fell below expectations, with notable differences between the arithmetic and hypothetical means, suggesting that human resource utilization requires significant improvement.
- The Public Relations and Media dimension showed the smallest differences, though still statistically significant. While attention to media and relations with the football federation and technical staff was somewhat acceptable, it remained below the desired level. The relatively high standard deviation indicates variability in responses, which explains the lower calculated T-value.

This aligns with Saadi Shakir Hammoudi's observation: *"The value of T is influenced by the degree of standard deviation."* (1)

Conclusion

The researchers concluded that:

1. The performance evaluation scale for administrative bodies of premier football clubs met the scientific foundations of measurement.
2. The scale is suitable for effectively evaluating the performance of these administrative bodies.
3. The results obtained from applying the scale were acceptable.
4. The level of performance evaluation of administrative bodies, from the perspective of the technical staff of premier football clubs, was below the required standard.

Recommendations

The researchers recommended that:

1. This scale should be adopted to evaluate the performance of administrative bodies in first and second division clubs.
2. The scale can be applied to clubs in other sports.
3. Some items of the scale may be modified to apply it to sports administrative bodies outside the scope of clubs.

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