

**Administrative Communication And Its Relationship To Organizational
Commitment Among Sports Management Workers
" Field study For Ministry Youth and sports "**

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Abstract :

The study to the disclosure of the association between administrative communication and organizational commitment among employees in sports departments. by answering the general question: Is there a correlation between administrative communication and organizational commitment among employees at the headquarters of the Ministry of Youth and Sports in Algiers?

It has been applied to a community of employees at the headquarters of the Ministry of Youth and Sports in Algiers. with 400 employees. With a simple random sample of "100" employees. The study found a set of results. The most important of which is: There is a positive correlation between official administrative communication and organizational commitment among employees at the Headquarters of the Ministry of Youth and Sports in Algiers; There is no statistically significant differences between the options of the sample members of the impact of translational leadership on the level of organizational commitment due to the following variables: sex. age. educational level. seniority at work.

Keywords: Administrative Communication - Organizational Commitment - Sports Management - Ministry of Youth and Sports.

Introduction:

The developments taking place in the field of management and administration that have accompanied technology and the transformations taking place in various sciences have forced every institution or organization to search for the best modern strategies and keep pace with developments in the information revolution, academic data, and globalization as its strategic

option in the system of investing in the human element in terms of effectiveness and efficiency. (Jawady, 2009 S A)

Based on this, it can be said that good communication helps to perform work in a better way. Without communication, people would not be able to build economic and social systems. The importance of communication appears vitally in the administrative field, especially in sports organizations, by virtue of their nature and role in society. The success and development of management depends to a large extent on the ability of the manager and his assistants to understand other people, as through it integration and harmony are achieved between the working individuals and the management on the other hand Transferring information is one of the essential necessities through which behaviors can be modified, changes can be made, development can be achieved, and goals can be achieved. As for the interest in the subject of organizational commitment in modern administrative thought, it began a relatively short time ago, and many studies have addressed it from various aspects and in different ways. Modern history has proven that the economic growth achieved by developed countries, especially "Japan and Germany," is due to a committed workforce, and from here belonging, loyalty, and the desire to work are achieved This, in turn, is reflected in quality and increased productivity rates. This commitment indicates the degree to which the individual aligns with his organization, is connected to it, believes in its values and goals, is willing to exert the utmost effort on its behalf, and has a strong desire to continue working there and not leave it. (Salama, 1999, p. 111).

-Problem:

It is noted that communication in sports management has become of interest to employees in terms of the extent of their acceptance of decisions and instructions, in addition to the extent of management's acceptance of their suggestions and internal problems. This process contributes to creating a kind of relationship between the employee and management. Therefore, communication works to create a cooperative atmosphere, which facilitates the process of exchanging information. Administrative communication is considered one of the necessary administrative functions, and it is the component that makes the system possible It is the means by which basic administrative functions are performed. (Ayasra and Al-Fadil, 2006, p(10

And he Commitment Organizational Rectifier strategist For organizational behaviors And direct it Nahz El Maslah Public, represents Qanaa Humanity Gathering Between the objectives Materialism and behaviorism And the value Wally Reflects The position Althani For workers Nahz The organization And what permeates it from Nishat And he workedAs one Reasons Najah Organizations Huwa Ettimad Walaa Its members, because they own Keys Knowledge and You will guarantee the organization Commitment in Performance. And it is represented also in Level Feeling Positive Baly El individual Zaala His organization and commitment With its values And sincerity For its objectives And the feeling Al-Daim By connection With her And pride Belonging To her, and his desire in Doza Akbar Effortless Moudkab For her benefit Maa Strong desire in Continuation in Its membership. (Al-Abiri and Fahd, p. 254).

The researcher believes That interest Administrative communication And his relationship Reinforced Commitment Organizational For workers Nazeen Essential and crucial in Development Sports organizations Algerian Especially in Zil Its direction Nahz Tebni Applying concepts Administrative Modern As management Quality Comprehensive, planning Al-Shamil For performance where Represents Administrative communication Ahad Requirements Al Qiyas For Najah Tebni Different Concepts Administrative Modern, given For importance Dor Institutions Sports in Being a progress Services Educational And knowledge For a slide Mahma In society, and from the above Can Formulate Problem Study to Questioning Next:

Do There is relationship Related Between administrative communication and commitment Organizational Baly Sports management workers in Headquarters of the Ministry of Youth and Sports in Algiers?

-Questions Partial:

-Do There is relationship Related Between formal administrative communication and organizational commitment Baly Sports management workers at the headquarters of the Ministry of Youth and Sports in Algiers?

-Do There is Correlational relationship Been Informal administrative communication and organizational commitment Baly Sports management workers in Headquarters of the Ministry of Youth and Sports in Algiers?

Are there statistically significant differences in administrative communication and organizational commitment in the responses of the study sample attributable to the following variables: Gender – Age – Educational Level – Seniority at Work?

- Reasons for choosing the topic

- The researcher's desire to address administrative communication and its relationship to organizational commitment in the Ministry of Youth and Sports.
- The researcher was keen to address administrative communication by giving it an unconventional nature by focusing on its nature instead of the traditional view of communication as an organizational structure.

The scientific field lacks such a scientific study in administrative communication from a new point of view.

- The determination to clarify and clarify the communication process and its relationship to organizational commitment in the Ministry of Youth and Sports.

-Importance Study:

The importance of this study is derived from the importance of the topic it addresses, as the topic of administrative communication is one of the important topics that has received and continues to receive great interest from those interested in this field. What increases the importance of this study is the connection of this modern communication method to one of the important aspects that all organizations seek to create a suitable climate for its availability among workers, which is organizational commitment Which is one of the most important

measures of the progress and development of organizations, as it is based on the creative capabilities and potential available to their workers. This study may also be one of the first studies to address the issue of administrative communication and its relationship to organizational commitment among sports management workers.

-Study objectives:

- Get to know nature Relationship Relational Between formal administrative communication and organizational commitment Baly Sports management workers
- Recognition Ali nature Relationship Correlational Between informal administrative communication And commitment Sports management workers.
- Recognition On the nature of the relationship Been Administrative communication as a whole and organizational commitment Sports management workers.
- Maarifah Do There are statistically significant differences in transformational leadership in the level of organizational commitment in the study sample responses due to the following variables: Gender – Age – Educational level – Seniority at work.

Hypotheses:

-Hypothesis General:

- **There is relationship Related Positive between Administrative communication And commitment Organizational Baly Sports management workers in Headquarters of the Ministry of Youth and Sports in Algiers.**

-Hypotheses Partial:

-Exists relationship positive correlation Between formal administrative communication And organizational commitment Sports management workers in Headquarters of the Ministry of Youth and Sports in Algiers.

-Exists relationship Related Mujiba Been Informal administrative communication and organizational commitment among sports management workers in Headquarters of the Ministry of Youth and Sports in Algiers.

There were no statistically significant differences in transformational leadership and organizational commitment in the study sample responses due to the following variables: Gender – Age – Educational level – Seniority at work.

- Define terms and concepts:

-The concept of administrative communications:

A- Terminologically: Organizational communication is the pulsating artery of the organization, as no organization can achieve its goals without having its own administrative communications network. Therefore, organizational communication can be defined as "the process through which the behavior of groups within organizations is modified by exchanging messages to achieve organizational goals" (Abu Asba', 2004, p67) .

B- Procedural: It is a process concerned with communicating important information and decisions between different organizational levels inside or outside the organization, through a

set of communication means, with the aim of achieving both the goals of the individual and the organization.

-Organizational commitment: A-Language: Meaning, he is obligated to do something, he is obligated to do it, he is obligated to do it, that is, he does not leave it, and obligation means embrace. (Ibn Manzur, 2005, p. 195).

• **B- Terminologically:** Al-Attiyah defines it as: a state in which the worker unites with the organization he works for, its goals, and his desire to maintain his membership in it. (Al-Attiyah, 2003, p. 103).

C- Definition Procedural for regulatory compliance: And we mean Beh Feeling Positive Generated At Workers and workers of sports departments towards Their work Their belonging to him, and their desire in Stay In it and their feeling that they are a part No Tazfir From him, from him Pays them to Doza Efforts Required and voluntary from for Najah The organization And its progress And its well-being And commitment With values And goals The organization to Degree Compatibility With her.

• **Definition of sports management:** Sports management is: the process of planning, leading and monitoring the members of a sports organization, using all resources to achieve the set goals. (Talha and Adla, 1996, p. 8)

A- Procedural definition of sports management: She A social and humanitarian process in which the efforts of the employees of the institution, organization or sports body, as members of the groups, prevail to achieve the goals for which they were established, seeking to make the best possible use of the material, human and technical capabilities available to the body or establishment.

-Studies Previous:

7-1- Studies on administrative communication:

- **A study by Zoubir Junaidi and Iqbal Al-Arabi entitled: Informal Communication and its Relationship to Job Performance among Workers of the Sonelgaz Foundation in Djelfa Province, Journal of Social Sciences Development, Zian Achour University, Djelfa, 2021**

This study aims to determine the levels of informal contact and performance of employees at the Sonelgaz Foundation in Djelfa, and to attempt to reveal the level and type of relationship between informal contact and performance of employees at the Sonelgaz Foundation in Djelfa in its various dimensions. The study also aims to identify differences in the level of employee performance due to personal variables (gender, seniority, educational level). The study relied on the descriptive approach as a method to study the study variables. The study included a sample of 127 workers at the Sonelgaz Foundation in Djelfa in a random manner. In light of the problem of the study and its hypotheses, the informal communication questionnaire, the researcher-adjusted worker performance questionnaire, the Pearson correlation coefficient, the "T" coefficient of difference for two independent samples, and the "F" univariate analysis were used to test the study hypotheses. The study found that the level of informal communication among the study sample was average, the level of employee performance was high, and that there was no relationship between informal communication

and the performance of employees among the study sample. It also found no statistically significant differences. The level of employee performance is attributed to personal variables (gender, seniority, educational level).

-2-Studies that dealt with Organizational commitment:

- **Study: Salem Al-Ayashi (2019) Titled: Organizational culture and its relationship to organizational commitment Employees In sports organizations A field study at the headquarters of the Ministry of Youth and Sports in Algiers, Institute of Science and Technology of Physical Activities and Sports, year 2019. University of M'Sila.**

The study aimed to: know the reality of the organizational culture prevailing at the headquarters of the Ministry of Youth and Sports in Algeria, as well as to know the relational relationship between organizational culture and responsibility towards work among employees at the headquarters of the Ministry of Youth and Sports in Algeria, as well as to know the relational relationship between organizational culture and organizational loyalty among employees at the headquarters of the Ministry of Youth and Sports in Algeria, and to know the relational relationship between organizational culture and belief in the institution among employees at the headquarters of the Ministry of Youth and Sports in Algeria.

The general question was as follows:: Is there a correlation between organizational culture and organizational commitment? Do employees have employees in the Ministry of Youth and Sports in Algeria? **The partial questions were as follows:**

Are there prevailing values that constitute the organizational culture among employees in the Ministry of Youth and Sports in Algeria?

Is there a correlation between organizational culture and the desire to continue working among employees in the Ministry of Youth and Sports

Is there a correlation between organizational culture and belief in the institution among employees in the Ministry of Youth and Sports in Algeria?

Is there a correlation between organizational culture and organizational loyalty among employees in the Ministry of Youth and Sports in Algeria?

-Where it was used Researcher Curriculum Descriptive correlational, **The researcher reached the following results:** Existence A moderate direct relationship between organizational culture and the desire to continue working among employees at the Ministry of Youth and Sports in Algeria.

Existence A moderate direct relationship between organizational culture and belief in the institution among employees in the Ministry of Youth and Sports.

Existence Direct relationship Strong organizational culture and organizational loyalty among employees in the Ministry of Youth and Sports in Algeria.

--Comment on Studies Previous:

The researcher presented previous studies that dealt with Administrative communication Organizational commitment and many studies related to the subject of local, Arab and foreign studies, as the researcher did not find similar studies that dealt with both variables, and the researcher also presented studies that talk about Administrative communication And studies

that addressed organizational commitment separately, and some of the studies were related to Administrative communication And organizational commitment, as the studies addressed by the researcher all fall into one category, which is that the topic Administrative communication Organizational commitment is one of the topics that has attracted the attention of researchers. The following has been shown: Each of these studies aimed to identify one of the important aspects, whether related to administrative communication Or organizational commitment, in an effort to gain a deep understanding of the components of these two concepts, the factors affecting them, or the obstacles that limit their existence. All previous studies have also confirmed their effectiveness Administrative communication In general, and in departments in particular.

-Study Reconnaissance:

In El Step Althani Althani We did Baha in We searched She Study Reconnaissance Althani Lahia Importance Big, where Considered Al-Qaeda Althani Yabiy Aliya Researcher His perceptions Althani About His study Maidan Its application, and about Tarifa also He does Tafsir Aspects Submissive To study, from practice Al Field Professional For the student, after obtaining permission from the administration of the Institute of Science and Technology of Physical Activities and Sports at the University of Bouira to conduct the exploratory study At headquarters Ministry of Youth and Sports in Algiers, the researcher conducted a preliminary exploratory study on 11/12/2020, where the researcher conducted an exploratory interview at the headquarters of the Ministry of Youth and Sports in Algiers, and then conducted Researcher Study Reconnaissance Thany Hadam from During which to Applying study tools to a survey sample estimated at "20" male and female workers in Headquarters Ministry of Youth and Sports, which lasted for a period Two weeks Starting from 11/27/2020 until 12/02/2020, they were chosen randomly for the purpose of testing the study tools and ensuring their stability.

-Technology Used : We used The interview or Ma' It's called By interview Exploratory And a form Questionnaire Addressed to Some Administrative workers At headquarters Ministry of Youth and Sports of Algiers.

- sample Al-Apple : Tamm Distribution Form Questionnaire to Some Workers Administrators at headquarters Ministry of Youth and Sports in Algiers, Cannes Their number is 20 male and female workers.

- Conducted The interview Maa Director of Human Resources, Training and Organization at the Ministry of Youth and Sports in Algiers.

- Domain Spatial And temporal :

-Domain Spatial: represented Domain Spatial which Tamm In it Injaz Study Exploratory, which We did Baha At headquarters Ministry of Youth and Sports in Algiers.

- -Domain Chronology: Theoretical aspect: February 14, 2019 to date.
- Practical aspect: November 12, 2021 to April 19, 2022.

-Method User: In line with Maa Ahdaf And nature Subject Study He lost We were baptized Ali Application El Style Descriptive Correlational from Khal Trying to get to know On the subject of administrative communication and its relationship to organizational commitment

among sports department workers, where the goal of the correlation is to know whether there is a relationship between two variables or not and to know the extent of this relationship, whether it is wave or negative, and to predict the effect between two or more variables to know the extent of the correlation between these variables and express it numerically.

-Society and study sample

- Study population: He knows him "Grawitz" as a finished or unfinished set of pre-defined elements on which the observations are based. (Angers, 2004, p. 298)

The study community consists of administrative workers at the headquarters of the Ministry of Youth and Sports in Algiers and includes: community Study (400) male and female workers, and after Distribution form Search To verify from Its stability is (20) A deleted worker has become We have El Tamsah Al Asli It consists of (380) workers, and Light of these Data We can Specify sample Search.

-Sample: A research sample can be defined as: the part of society that is selected according to scientific rules and methods, so that it correctly represents society. (Gedir, 2004, p. 28).

In our study, a simple random sample was chosen, as this method gives all members of the research population the same opportunity to be part of the research sample Ma' Gives Sebghah Objectivity For a tool The study, and the research sample consisted of "125" male and female workers from the community Original, and the questionnaire was distributed to 125 workers

And a worker From the administrative workers at the headquarters of the Ministry of Youth and Sports in Algiers, after examining the questionnaire, "15" questionnaires that did not meet the conditions were excluded, as some deficiencies in the answers were found in them, in addition to not retrieving 10 forms.

And he We took it With a suggestion Number from Theorists Aliyyin They see Aan volume Sample Be Hasab Table Next:

Table No 1: Research sample size in theoretical studies

Research method	Number of sample members
Correlational studies	At least 30 people
Descriptive studies	20- percent from community Saghir Relatively "a few" hundreds
	10 - percent from community Kabir "A few Thousands"
	05 - percent from community Kabir very "ten Thousands"

Source: (Malham, 2000, p. 130)

-Adjust Variables Study:

-Variable Independent : Huwa Variable or The worker Althani Change Researcher in Maqda To study Antiquities Consequences Ali That in Variable Akher. (Dwidar, 2007, p. 27) and the variable Independent in We searched It is administrative communication.

- Variable Al-Tabaa : Huwa Variable Althani Changes Change Variable Independent And he Ma' Reflected Ali Effects Ma' It happens from Change in Variable Independent, if Kant There

relationship Been Two variables (Dwidar 2007, p. 27) and the variable Al-Tabaa It is an organizational commitment.

-Tools Gomaa Data: And focuses Researcher Ali Techniques To collect Data And data Special By phenomenon Al-Murad Her study And choice Technology or Al Wasila Al-Mu'tamid Aliya Stops Basically Ali nature Subject Study, goal Al-Murad Access To him, And for everyone Study Tool Or a group from Tools depend Aliya Baghira Access to results Objectivity, And in line with Maa nature Subject Our study was based on:

-Interview: There are two translations of the word **"Interview"** It is sometimes called "estbesar" and is sometimes translated as interview, and the two words refer to one means of collecting data. (Saber, 2002, p. 131).

The researcher conducted a personal interview with the Director General of Sports, Mr. Abdel Razzaq Belkadi, on behalf of the Director of Human Resources, Training and Organization at the Ministry of Youth and Sports in Algiers. He attempted to give the respondent absolute freedom to answer some ambiguous questions and observations, identify the most important characteristics and features of the sample members, and learn more about the location where the field study will be conducted.

-Clearance: Knows Al-Baldawi" Questionnaire Baan A form that includes a set of questions directed to individuals in order to obtain information about a topic, problem, or situation The form is implemented through interview or sent to the respondents by mail. (Zarwati, 2002, p. 58).

And what We Nahid Maarifah Administrative communication relationship With the organizational commitment of sports department workers, and in line with Maa nature The topic He lost The researcher relied on using the following two tools in the study: the organizational communication questionnaire and the organizational commitment scale If Considered Huda Al Thany from Ansab Means Used And most of them Meseha in Get Ali Data Althani Takun As a starting point Basic For the researcher from for The answer And analysis Ali Questions Althani Throw it away in Bedaya Search.

First: The axis of administrative communication. - Interviewer with suggested list phrases: For the administrative communication scale, the questionnaire consists of: From two dimensions: "Dimension" Althani (Contact Official administrator (And it is formed from 15 Phrases, dimension Al Thany) Informal administrative communication(And it is formed from 15 Abarah.

Questionnaire key:

Responses to the administrative communication questionnaire are graded according to the five-point Likart scale (1-5) and are shown in the following table:

Table No 2: Represents administrative communication questionnaire scores

The answer	I strongly agree	I agree	I somewhat agree	I do not agree	I strongly disagree
Grades	5	4	3	2	1

Source: (winner Barbakh, 2014, p. 14)

Second: The axis of organizational commitment The organizational commitment scale for measuring the level of organizational commitment is the Potter scale. It was used by researcher Zawi Zaid in his thesis entitled "Transformational Leadership and its Relationship to Organizational Commitment," a thesis for a state doctorate, Mohamed Boudiaf University in M'Sila, 2019-2020.

Scale key:

Responses to the organizational commitment scale are dotted according to the five-point Likart scale (1-5), which is shown in the following table:

Table No 3: Represents organizational commitment scale scores

The answer	I strongly agree	I agree	I somewhat agree	I do not agree	I strongly disagree
Grades	5	4	3	2	1

Source: (winner Barbakh, 2014, p. 14)

The tool included two parts as follows:

Section One: It covers personal and job information related to the research sample and included 4 elements: "gender, age, educational level, and seniority at work."

Section Two: This section of the questionnaire includes administrative communication questionnaire phrases and organizational commitment scale phrases that measure answers **Administrative workers at the headquarters of the Ministry of Youth and Sports in Algiers.**

-Psychometric properties of the instrument:

-Believe it Tool: Sadiq Questionnaire I mean Verify from He Souf Measures Ma' Ouda To measure it (Saber, 2002, p. 167), as Eqsed Honesty is comprehensive Questionnaire For each Elements Althani Must Aan Intervention in Analysis from Zaiya, and clarity Its paragraphs And its vocabulary from Nahiya Other, so that Takun Understood For each from Use it. (Balkheir, 2011, p. 91).

b-. The structural consistency of the questionnaire's axes and dimensions is true: We aim Through Constructive validity to measure the statistical significance of the correlation relationship between the total score of each dimension and the total score of its axis to which it belongs, and also to measure the statistical significance of the correlation relationship between the total score of each axis and the total score of the questionnaire items. Statistically we express honesty structural consistency Through Pearson correlation coefficient calculation Pearson In addition, the results of the validity calculation show the structural consistency of the dimensions, axes, and questionnaire as follows:

Table No 4: Demonstrates the validity of the structural consistency of the study tool

Questionnaire dimensions and axes		Pearson correlation coefficient	Probability value Sig	The result
(The structural validity of dimensions) i.e. the extent of the quality of the relational relationship between the dimension and its axis: Administrative communication				
1	The first dimension: formal administrative communication	0.960**	0.000	Dal
2	The second dimension: informal administrative communication	0.971**	0.000	Dal
(Structural validity of the axes) i.e. the extent of the quality of the correlation between the axis and the total score of the questionnaire				
01	The first axis is administrative communication	0.991**	0.000	Dal
02	Axis II: Organizational commitment	0.958**	0.000	Dal

Source: Prepared by the student. Relying on outputs SPSS V.26

Through the table We find correlation coefficients (Pearson Correlation (Between each dimension and the total degree of the total, the phrases of the first axis (Administrative communication) are statistically significant values at a significance level of 0.01. Laana value SIG (probability value) Each correlation coefficient for each dimension is less than a significance level of 0.01, and there is also structural consistency between the total score of the paragraphs of each axis and the total score of the total paragraphs of the questionnaire, including dimensions and axes of the questionnaire that are characterized by structural validity

-steadfastness Tool: Questionnaire stability means that the questionnaire will give the same result if the questionnaire is redistributed more than once under the same conditions and terms. In other words, questionnaire stability means stability in the results and that they will not change significantly if they are redistributed to the sample members several times during specific time periods. (Al-Raqb, 2010, p. 67)

Ali This Basis He did Researcher By measuring Thabat The tool Using Method "Factor Alpha Cronbach: It is worth noting that the coefficient Consistency Alpha Cronbach Moudja Between (0-1) and whenever Come closer from Al-Wahid Dil Ali Existence Thabat Alif, Kulma Come closer from Zero Dil Ali not Existence Stability as shown in the following table:

Table No 5: Shows the value of a coefficient Cronbach's Alpha For questionnaire

Questionnaire dimensions and axes		Statistical values		
		Alpha coefficient t Crowe Nebach	Number of phrases	The result
1	The first dimension: formal administrative communication	0.876	15	Thabit
2	The second dimension: informal administrative communication	0.812	15	Thabit
Stability of all statements of the first axis: administrative communication		0.844	30	Thabit
Stability of all statements of the second axis: organizational commitment		0.833	15	Thabit
Consistency of all questionnaire statements		0.855	45	Thabit
The general rule: applicable in previous studies is that if the value of the stability coefficient is greater than 0.6, the study tool is characterized by stability in the results if it is redistributed more than once under the same conditions.				

Source: Prepared by the student. Relying on outputs SPSS V.26

The table above shows the results of calculating values (Cronbach's Alpha) Each group of statements has a questionnaire, that is, for each dimension as well as its axes. This is in order to determine the extent to which the statements of each dimension and each axis enjoy a degree of stability in the results if the questionnaire is redistributed again during different time periods; Accordingly, we examine the value of the alpha Cro-Nebach coefficient (Cronbach's Alpha), as the results presented in the table above indicated that the values of Cronbach's alpha coefficient are good and statistically acceptable, as all values are greater than the threshold (06).

6-Procedures Al-Apple Field For the tool: At this point We did fine Workers' form Administrators at the headquarters of the Ministry of Youth and Sports in Algiers And then an operation was performed Distribution of questionnaire forms initially From November 12, 2021.

- **Borders Study:** I limit myself Search Ali Level Headquarters of the Ministry of Youth and Sports in Algiers.
- I limit myself Search Ali Administrative workers at headquarters Ministry of Youth and Sports during the 2021/2022 school seasons.
- I limit myself Search Ali Sample of Administrative workers at headquarters Ministry of Youth and Sports.
- I limited myself Results Ali Phrases Al-Mawhoob in Questionnaire Distributor Ali Administrative workers at the headquarters of the Ministry of Youth and Sports in Algiers.

Test Hypothesis General:

Research hypothesis text: There is positive correlation relationship Been Administrative communication And organizational commitment to Sports administration workers at the headquarters of the Ministry of Youth and Sports in Algiers.

To test the hypothesis, we reformulate it statistically at a significance level of (0.01) to a zero hypothesis(H0) (Nothingness) and an alternative hypothesis(H1) As follows:

Text of the statistical hypothesis:

null hypothesis (H0) No There is a correlation Positive is statistically significant at the level of (0.01) Been Administrative communication And organizational commitment to Sports administration workers at the headquarters of the Ministry of Youth and Sports in Algiers.

Alternative hypothesis(H1): There is a statistically significant positive correlation at the level of (0.01) Been Administrative communication And organizational commitment to Sports administration workers at the headquarters of the Ministry of Youth and Sports in Algiers.

Table No 6 : Shows the Pearson correlation coefficient between the administrative communication variable and organizational commitment

Statistical significant result at 0.01	Probabili ty value "Sig"	R Tabula r	R Calculat ed	Standard deviation	Arithme tic mean	Samp le number	Variables
				Std. Deviation	Mean	N	
Statistical ly significant (The relations hip is moral)	0.000	0.256	**0.646	0.43907	4.2393	100	Administrativ e communicatio n
				0.50507	4.2387	100	Organizational commitment
value 'r' Scheduled At Level The significance of "0.01" is 0.256 at df=98 (**. Correlation is significant at the 0.01 level (2-tailed							

Source: Prepared by the student. Relying on outputs SPSS V.26

from During the table No (25) We note Aan Average Arithmetic For the first variable Administrative communication Balagh (4.2393) Also average The arithmetic of the second variable, organizational commitment, reached (4.2387) And the coefficient reached Correlation Pearson Calculated Balagh (**0.646**) And he Akbar from Factor Correlation Pearson The scheduler that reached (0.256) at the significance level of "0.01" and the degree of freedom 98", and the possibility of error (sig)="0.000" is less than the significance level of "0.01", hence we We accept Hypothesis Alternative H1 We refuse Hypothesis Alternative 0H That is, There is a statistically significant correlation at the level of (0.01) Between administrative communication and organizational commitment Baly Administrative workers in Headquarters of the Ministry of Youth and Sports in Algiers. And that The direction of the relationship between the two

variables (Administrative communication - Organizational commitment) positive, i.e. direct. As the levels of availability of administrative communication increase, it is followed by an increase in levels Organizational commitment from the point of view of a sample of Workers Respondents at the Ministry's headquarters, and since the sample results are statistically significant at 0.01, that is, the results we found through the sample (100 worker) Confident at 99%% That it actually exists in the community and therefore the sample results can be generalized to the entire study community. This supports the result we reached and confirms the validity of the general hypothesis, which stated that **There is relationship Positive correlation Been Administrative communication And organizational commitment Baly Sports management workers in Headquarters of the Ministry of Youth and Sports in Algiers.**

And explains Researcher The result of the positive correlation between Variable Administrative communication And organizational commitment to Sports administration workers at the headquarters of the Ministry of Youth and Sports in Algiers Refer to the presence of an administrative connection that strengthens the connection Workers They are united by the will to develop the organization and bring it to its highest service potential. This is what makes the worker feel that he belongs to an institution and gives him the motivation to exert the greatest possible efforts to maintain his job position and creates in him the desire to remain in the institution and continue in its membership, in addition to the high rates of performance and satisfaction with work and the low rates of absence and others. All of these factors achieve the goals of the organization, considering that its goals are consistent with the goals of the workers This harmony motivates the worker to perform his work in the best possible way and makes him feel the importance of the work he does. Accordingly, an efficient organization that works to ensure its progress and continuity must pay attention to the human resource because it is the basic pillar for achieving its desired goals, as all of this is achieved in the presence of a successful administrative connection that is conducted in an effective manner Open communication channels open up the organization's system, revealing mutual relationships through influence, impact, and opportunities for employees to share their thoughts, feelings, and opinions, which will be within the limits of adopting values and principles and embodying goals, or what is known as organizational commitment.

results Hypothesis Partial The third is its interpretation And discuss it:

Research hypothesis text: There are no statistically significant differences in administrative communication and organizational commitment in the responses of the study sample attributable to the following variables: Gender – Age – Educational Level – Seniority at Work.

To test the hypothesis, we reformulate it statistically at a significance level of (0.01) to a zero hypothesis (H0) (Nothingness) and an alternative hypothesis (H1) As follows:

– **Text of the statistical hypothesis:**

null hypothesis (H0) : There are no statistically significant differences at the level of (0.01) Administrative communication and organizational commitment in the study sample responses are attributed to the following variables:: Gender – Age – Educational level – Seniority at work.

Alternative hypothesis(H1): There are statistically significant differences at the level of (0.01) Administrative communication and organizational commitment in the study sample responses are attributed to the following variables:: Gender – Age – Educational level – Seniority at work.

First: Study of differences in respondents' attitudes toward the availability of levels of organizational commitment attributable to variables (gender – age – educational level – seniority at work).

Table No 7 The results of the difference-in-averages test show respondents' opinions regarding the availability of levels of organizational commitment attributable to variables (gender – age – educational level – seniority at work)

Respondents' opinions about the study variable according to each category from Variable:	Case study of differences	Type of statistical test used	value Calculated For testing	Sig. Probability value	Statistical significance	The result at the significance level is 0.01
Sex	Study the differences between only two categories (Males/Females)	Independent Samples Test T-test	2.987	0.004	Statistically significant	There are differences(s) between respondents according to the categories of the gender variable
El Sen	Study the differences between more than two categories according to each variable	One-way-ANOVA test F-test	2.642	0.054	Statistically insignificant	There are no differences(s) according to the age variable categories
Educational level			0.618	0.605	Statistically insignificant	There are no differences(s)
Seniority at work			1.150	0.338	Statistically insignificant	There are no differences(s)

(2.6327=T)Table at level (0.01) and $df=n-2=98$

(4.022=F)The schedule is at the level of (0.01) and $df_2=n-K=96$ **Wdf₁=K-1=3**

(3.5508=F)The schedule is at the level of (0.01) and $df_2=n-K=95$ **Wdf₁=K-1=4**

Where: n Represents the number of study sample members (100). K : The number of groups (categories) represents the demographic variable

Source: Prepared by the student. Relying on outputs SPSS V.26

Conclusion From the above results, we concluded that there are no differences in the respondents' answers regarding the availability and application of variables (**Administrative communication, organizational commitment**) **attributable to variables (gender – age – educational level – seniority at work)** According to the point of view of a sample of workers Respondents at the Ministry's headquarters, since the sample results are statistically significant at 0.01. That is, the results we found through the sample (100 worker) Confident at 99%% That it actually exists in the community and therefore the sample results can be generalized to the entire study community. This supports the result we reached and confirms the validity of the third hypothesis, which stated that **There were no statistically significant differences in administrative communication and organizational commitment in the study sample responses attributable to the following variables:: Gender – Age – Educational Level – Seniority at Work.** Within this general result, we reached a partial result, and that there is a difference in the opinions of the respondents between the type of respondent (male/female) regarding the level of their application of the organizational commitment in the ministry, and that this commitment is in favor of females, meaning that female workers are more committed to the organizational aspect in Headquarters of the Ministry of Youth and Sports in Algiers.

-General conclusions:

- ❖ There is relationship Positive correlation Been Official administrative communication and organizational commitment among sports management workers At the headquarters of the Ministry of Youth and Sports in Algiers.
- ❖ There is relationship Positive correlation Been Informal administrative communication and organizational commitment among sports management workers At the headquarters of the Ministry of Youth and Sports in Algiers.
- ❖ There is relationship Positive correlation Been Administrative communication and organizational commitment at Sports administration workers at the headquarters of the Ministry of Youth and Sports in Algiers.
- ❖ There are no statistically significant differences between opinions Individuals The sample at the administrative communication level is attributable to the variable Sex Age, educational level and seniority in employment at Level Dalila "0.01".
- ❖ There are no statistically significant differences between opinions Individuals The sample at the level of organizational commitment is attributable to the variable El Sen Educational level and seniority at work Level Dalila "0.01".

These results that we reached "verify all partial hypotheses" confirm the validity of the main hypothesis, which stated that **There is relationship Positive correlation Been Administrative communication And organizational commitment Baly Sports management workers At the Ministry of Youth and Sports in Algeria.**

-Suggestions:

- The Ministry of Youth and Sports must pay attention to the communication process and adopt policies and procedures that work to raise the level of Commitment Baly Administrative workers.

- The necessity of preparing training programs For administrative workers On how to enhance organizational commitment The organization's employees have methods for achieving this.
- Establishing a research and development unit based on studying the Ministry's situation, identifying its shortcomings, and then providing the best suggestions and means through which officials can be linked to the communication process, employee empowerment, and organizational commitment, while adhering to the most important international quality standards in force.
- Strengthening organizational commitment Workers in the organization By holding seminars and workshops, the focus of which is to promote positive practices among employees in a way that serves the goals of Al-Etihad, which enhances commitment Employees Baly Al-Etihad in which they work.

Conclusion

No Stops Najah Ay Search Ma' in Importance Results Expected And the extracted one from Search Asqar Ma' Correlates This Results With possibility Application, research Althani I ate It will cover: Management Mechanisms Activation Her role Kathira And we will not Stop Add to That Aan Potential Ettimad Contact in Practices Administrative Ali All Levels did not Yakan And we will not Yakan tied With presence People, we We tried from Khal We searched This Correction Even Part A little bit of Must Aan Takun Ali Departments Sports in Algeria, effectiveness Administrative Correlated in Our minds Within our ability Ali Injaz Ma' Tamm Al-Ettifaq Ali His achievement Ma' It requires it from time To accomplish it, and Effectiveness Management Trust Basically Ali Her ability Ali Attract a lot And choose The most worthy and the most preserved Ali The most efficient from Among them, not Aan El Amr Exceeds Borders practice Traditional to accomplish Jobs Management . As it is Investigation Employee commitment is one of the goals that organizations seek, as it has a positive impact on their success through the culture that each organization carries and establishes among its employees, respect between colleagues and management, and giving employees opportunities to have their complaints and suggestions heard and to participate in decision-making, in addition to the organization's focus on positive values such as focus on and achievement, all of which are considered values, customs, norms, beliefs and organizational expectations that the organization's culture carries on the behavior of the organization's employees This is evident in their loyalty to their organization, and the extent of their sense of belonging, in addition to their feeling of pride and honor for it. It is also evident in achieving responsibility towards the organization, by completing all work tasks and not postponing them or neglecting them, in addition to bearing penalties and violating work orders and instructions. It is also evident in achieving the desire to work and continue in the organization

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