

Trends of Sitting volleyball players towards the incentive system and its relationship to players' performance

- A field study of the teams of the first national division in Algeria for the physically disabled -

اتجاهات لاعبي كرة الطائرة جلوس نحو نظام الحوافز وعلاقته بأداء اللاعب - دراسة ميدانية لفرق القسم الوطني الأول بالاتحادية الجزائرية لرياضة المعاقين -

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Abstract : This study aims to find out the trends of sitting volleyball players on the incentive system and its relationship to player performance, through various theoretical backgrounds. The study has produced many results, including developing and improving the performance of its players by searching for ways and methods that raise its activities and morale,

Making the player raise his level and his performance and to know the trends of players on the incentive system from raising the level of performance using the descriptive approach so that a sample consisting of 45 sitting volleyball players out of 8 teams the study was conducted using of trends towards incentives and the scale of performance and the results were analyzed using spss22 system reaching the result : the existence of relationship between the moral and material incentives and performance of the players .

Keywords: - Trends - Physically Disabled – Sitting Volleyball - Incentives - Athletic performance.

المخلص : تهدف هذه الدراسة إلى معرفة اتجاهات لاعبي كرة الطائرة جلوس نحو نظام الحوافز وعلاقته بأداء اللاعب وذلك من خلال مختلف الخلفيات النظرية المتعلقة بذلك وقد أسفرت الدراسة عن العديد من النتائج بحيث تضمنت لتطوير وتحسين أداء لاعبيها وذلك بالبحث عن الطرق والأساليب التي ترفع من فعالياته ومعنوياته مما تجعل من اللاعب يرفع من مستواه وأدائه ولتعرف على اتجاهات اللاعبين على نظام الحوافز من رفع مستوى الأداء باستعمال

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المنهج الوصفي بحيث تم اختيار عينة تتكون من 45 لاعب كرة طائرة جلوس موزعين على 8 فرق بالقسم الوطني الأول الممتاز في اتحادية رياضية المعاقين بالجزائر ، وتمت الدراسة باستعمال مقياس الاتجاهات نحو الحوافز ومقياس الأداء وتم تحليل النتائج بنظام spss22 وصولاً لنتائج أهمها وجود علاقات بين الحوافز المعنوية والمادية وأداء اللاعبين. - الكلمات المفتاحية : - الاتجاهات - المعاق حركيا - كرة الطائرة جلوس - الحوافز - الأداء الرياضي

Introduction and problematic of the study:

Most of the studies conducted in the field of sports psychology agree that the player is affected by a set of material and moral conditions that surround him in the work environment and sports training and outside it. Perhaps the most important policy on the part of sports teams and the related wages and mechanisms of team administrations with a view to motivation.

The process of motivation is considered one of the most important topics in which sports and social psychologists debated. It is directly reflected on achieving the goals and dimensions drawn for the sports track, whether negatively or positively. This multiplicity of theoretical trends, such as the "Scientific Management Theory, Herzberg in Motivation," and the "School of Human Relations of Laltan Mayo," which deals with the phenomenon of stimulation, may be attributed to the importance of this latter to the disabled individual, and sports teams as one of the dimensions of helping to raise the performance of players and relieve pressures , some are based on the concept of multiple player-level incentives, aiming to raise performance, by understanding their human behavior, while others are based on knowing the scientific methods to maximize players' performance. From this point of view, the incentive phenomenon as an organizational method helps maintain organization and maintain the level of players on the team, and leads to the achievement of the goals set during the sports season. Therefore, studying incentives requires accurate identification of the incentive systems applied to the teams.

Individuals work in certain working conditions - physical or social - and under different relationships. These conditions and relationships affect the performance of these individuals must be known and actions taken in this area can improve the quality of their workers' moral, It should be noted that the worker in the Algerian institution works in circumstances that are becoming more difficult as a result of technological development, the introduction of modern machinery in the production process, the adoption of privatization policy, the sale of public institutions, the resulting layoffs and the reduction of jobs, which makes the factor more difficult both physically and psychologically, Consequently, the incentive system and policy adopted by any organization is not successful if this method is not accepted by workers. Organizations always seek to maintain their survival and competitiveness by raising their production at high quality and low cost, and this can only be achieved by paying attention to workers' performance and motivation, and this through the development of an incentive system that reduces complaints and dissatisfaction . The interest taken in the satisfaction of the players is one of the recent trends to measure the reactions of the players, in addition to the conditions of their play from the physical, administrative, social and psychological side, as well as the administration's interest in this important player, which is the psychological aspects of the players, and one of the things that embodied a revolution in the field of sports, as they started to consider the satisfaction of the player as an essential element of motivation, and they became very interested in the factors and influences that increase the players' feeling of satisfaction within the field, because of this positive relationship in improving their performance and achievements in the team (Abderrahman,1980,p136)

From there, the question that comes to our mind:

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Is there a statistically significant correlation between the attitude of sitting volleyball players towards a system of incentives and performance for players ?

- **Partial questions:**

- Is there a statistically significant relationship between the attitude of sitting volleyball players for the moral stimulation and performance of the players?
- Is there a statistically significant correlation between the attitudes of sitting volleyball players for fiscal stimulus and players' performance?
- Is there a statistically significant correlation between the attitudes of sitting volleyball players for good training and players' performance?

- **Study hypotheses:**

- There is a statistically significant relationship between the attitudes of sitting volleyball players toward the availability of moral stimulation and the performance of players.
- There is a statistically significant correlation between the attitudes of sitting volleyball players towards adequate physical incentives and players' performance .
- There is a statistically significant correlation between the attitudes of sitting volleyball players towards lack of training and players' performance .

- **Objectives of the study:**

Incentives are, of course, the following factors:

- Arousing the inherent forces of an individual to raise his or her level of sports.
- Develop the desire to reach what is needed and raise the morale to provide better performance.
- The effort of the sports, which is matched by the latter's wage, is important to him, as he represents the purchasing power through which he can satisfy his basic needs.

- Identify the trends of sitting volleyball players on an incentive system to improve performance
- Identify how satisfied volleyball players are with the team's incentive system .
- Create a suitable incentive system for the team that will help raise player performance .

Importance of study :

We find that the organizations seek to improve the conditions and performance of their employees by looking for ways and methods that increase their effectiveness and morale. The benefit of our study is shown in describing the most important of these methods, which are the incentive system used in sitting volleyball teams, and physical conditions that have a strong impact on improving the performance of players, and thus reducing their complaints . This study may contribute, at least a little, to giving a clear view to stimulating sitting volleyball teams and alleviating the players' crises experienced inside and outside the field .

1-The theoretical background of the subject

● Trends :

○ conventional definition :

Bugardes defines the trend as "the tendency that grows in behavior close to some environmental conditions and adds to those conditions positive and negative criteria according to the individual's attraction and aversion to them". As Jordan Alport defines, "The trend is a state of mental, psychological and neurological preparation, formed by the individual's experience and expertise, which has a significant impact on the individual's responses and behavior towards things and attitudes (RACHIDA,2018,p468)

○ Procedural definition:

The trend concept can be reduced to "a state of being prepared to provoke motives to give the nature and creativity of an opinion or to clarify and express

an inclination towards one of the psychological issues associated with the lives of individuals and groups, based on past experience and previously acquired knowledge."

- **Physically Handicapped :**

A person who suffers from a physical disability or a cause that impedes his movement and activity as a result of a defect, handicap, or disease which affects his muscles, joints or bones in a way that limits his normal function and thus affects the educational process and the normal exercise of his life
(Mohamed Mahdi ,2012,p15)

Sitting Volleyball :

It is one of the modern sports, a group sport in which two teams, separated by a 6.5 meter high net and 10x6 meter long stadium, which is designed specifically for the disabled . The team should throw the ball on the net for opponent area. Each team has three attempts to hit the ball above the net . A point is counted for the team when the ball hits the opponent's area, or if an error is committed. (Marouan Abelmadjid Ibrahim,2014,p.533)

- **Incentives :**

- **Conventional definition :**

Sports psychologists have come to define incentives as driving the individual to adopt, stop, or change a course of action. Pierson and Steyer define it as an inner feeling of the individual, which generates a desire to take action or behavior designed to achieve certain goals (JAWDA, 1983,p.76). Human needs are a source of motivation for things. Satisfaction is different. Satisfaction Fulfill his need, when stimulation means pushing the individual to acquire the desire .

- **Procedural definition :**

In our research, these various financial and moral means are employed by the management of sports teams to motivate their players, encourage them to raise

their level, improve their quality, and improve the performance of the group, and reduce their costs in a way that fulfils the needs of players, achieves the goals of sports teams. They are divided into two parts :

Moral incentives : It's kind of an intangible incentive to promote the team, the honouring and the athletic vacations, the good deals, the feeling of pride and satisfaction in doing work, and to make the player a trustworthy.

Financial incentives : These incentives of wages, increased salaries of players, financial rewards, treatment and transportation, and a certain percentage of profits that are used as means to raise the level of satisfaction and the morale of the players (JAWDA,1983,p.7,6)

- **Sports performance :**

- **Linguistic Definition :**

To perform something or to deliver something (Al-modjanad dictionary in language and media, 1997,p.06)

- **Conventional definition :**

It is a reflection of the abilities and motives of every individual towards better behavior as a result of mutual effects of internal power and often individually, which is also an activity and behavior through which the result is achieved and which is the means to express the process of behavioral education (Oussama, 1997,P .95)

- **Procedural definition:**

Performance is one of the broad concepts in sports where we can identify how competent an athlete is to do what is required of him. It is also meant to express those skills that can be seen, observed, judged, and the term performance here links several concepts such as ability, preparedness, motivation....etc. In addition, the performance is readiness plus the skills gained.

1- Previous and similar studies:

First Study:

The study by Abdel Rahman Ibrahim Al-Rebeihat (2004) under the title: "**Trends of people with special needs towards physical sporting activity at government universities**". The study aims to educate people with special needs to practice physical sporting activity according to variables: The researcher chose the sample of the study, which is 331 according to the statistics of student affairs in that university. It was made up of 150 students, 48%, by designing a special survey that measures the trends of students with special needs in the government university. The general question was: What are the trends of those with special needs towards the exercise of physical activity at government universities?

The study produced positive trends for students at government universities towards physical activity for all fields of study

Second study:

Al-Dosari's study (2002), entitled "**Learning the Trends of Students with Special Needs (Audio and Visual) towards Physical Sports Activity and its Effect on Psychological Security**", the sample of the study was formed by 30 undergraduate students of the Al-Nour Secondary Institute for the Blind in Riyadh and 70 deaf students from the same school in Riyadh. Towards the practice of physical exercise, it was positive and also noted that there was a difference in the psychological security of the sample members towards the exercise of sporting activities.

Third study:

A study by MEKKAK Kamel titled "**The Motivational Relationship Between motivation and achievement for players of the First National Division for Algerian Football**" aimed at: Highlight the real role of motivation in all its forms in the competitive environment, and know the relationship between motivation and achievement in the first national division players, and highlight the importance of motivation and its effect on the results of national championship teams. The study questions came: Is there a relationship between motivation and achievement for the first national division of Algerian football players by following the analytical method, in addition to the relational approach, the most important results obtained: The researcher found the relationship between the physical and moral stimulus and its relation with the Algerian soccer players by increasing the motive for achieving success and the motive for avoiding failure.

Fourth study:

The study by , Adnan Moqbil Aoun Ahmed, 2008, titled "**The Impact of Training Some Mental Skills on Soccer Players**" Skill Performance aims to identify the impact of a psychological skills training program (relaxation, perception, focus, attention) and the level of basic skills of soccer players. The researcher used the experimental method on a 30-player sample for the purpose of achieving statistical results. Percentages, mean arithmetic, standard deviation, simple correlation (Pearson), statistical testing, and the results of the study: The mental training program used has had a positive effect on raising the level of the skill level of soccer in the experimental group, in addition to statistical differences between the experimental research groups and those controlling dimensional measurement in psychological skills and for the experimental group. The group also surpassed the control group in the ratio of improvement in the level of performance of basic psychological skills

A comment on the previous studies, and through their presentation, it was noted that most of the studies included players, students, and female students, and they relied on the descriptive curriculum, except for Adnan Moqbil's study, which followed the experimental method and produced the studies with its diversity by studying both the trends of those with special needs towards the practice of sports, the incentive system, and the performance of players .

The practical chapter :

1- Followed Methodologies :

- **The research method:**

In response to the nature of the problem and the subject of research, we relied on the analytical descriptive approach by means of organized information on the phenomenon or educational subject, so as to enable a thorough understanding of this phenomenon. Survey studies may be conducted in the field of education (Belkasem Dodo, 2018, p. 165)

Our study also calls for the use of the relational descriptive method to know the relationship between the direction of sitting volleyball players and the availability of incentives and players' performance.

- **The study community:**

- **Human domain:** First National Division for Disabled Sport (Chlef Team - Mizor Bejaia Team - Ouragla Team - Oran Team - Ain Maran – Blida and medea Team)

- **Spatial field:** Teams Training and Formal Matches Centers.

- **Time Domain :** The academic season is January 05th, 2019-10 May 2019.

- **Sample Study:**

A sample of 45 players from 8 teams of the sitting volleyball teams for the first national division by 47% of the community in a way that was designed and

forms were distributed with the help of team and referee coaches, with facilities from the Algerian Federal Organization for Disabled Sport.

○ **Study tool:**

A researcher can take into consideration the objective aspects of his study and reach the desired results. He must collect the necessary and sufficient information about his study in a timely manner. In order for him to do so, he must choose the appropriate, accurate, fast, cost-effective tools. Before this, it must be suitable for his study.

As for our study, after reviewing some of the questionnaire and metrics in various studies, as well as the interviews we conducted with the players, we designed a measurement of the orientations of sitting volleyball players towards the incentive system and measure sports performance in accordance with the three-step Lickert method. This was presented to a professors of sport psychology who gave us several observations, which included the addition and amendment of other items. After the final amendment and review, the scale appeared in a set of 23 expressions that revolves around the direction of sitting volleyball players towards incentives, and these expressions were distributed across several axes , The first scale : The scale was prepared by "Safia Halbawi 2012" It consists of a set of 23 phrases that revolve around players' attitudes towards incentives, and these phrases are distributed across several axes: The axis of trends towards moral stimulus and was mentioned in phrases number : 4, 5, 7, 9, 10, 11, 14, 17 and The axis of trends towards physical stimulus and was mentioned in phrases number :1, 2, 3,6, 13, 16, 21, 22 The axis of trends towards training incentives and performance for each situation is mentioned in phrases number: 18,12, 19, 20, 8, 15, 23. Scale clauses

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are divided into negative and positive phrases: Positive Phrases and Number: 14 phrases, which are phrases number : 1, 2, 3, 4, 7, 8, 9, 12, 13, 17, 20, 21, 22, 23. As for the negative phrases, they 9 and phrases number: 5, 6, 10, 11, 14, 15, 16, 18, 19 , and The answers to the terms of this scale are defined in the following terms: Agree, neutral, disagree, strongly disagree.

Second Scale: As for the performance evaluation, a scale was adopted from the Professional Agreement memoire and its relationship to performance by Al Akhdar Rinouba , which consists of 28 items, all of which are positive. Items were deleted, as it contains 18 items, all of which are positive, so that they are all variable trends. The answers to items are specified in the following terms, Agree, neutral, disagree, strongly disagree

○ Method of correction of scale :

Depending on the Lickert method of designing this scale, the answer to the scale terms is specified in the following terms : Strogly agree, Agree, Neutral, Disagree, Strongly Disagree. Degrees should be given according to the positive or negative classification of expressions as set in the table

.Table (01) : Scale out by positive or negative .

expression	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Negative Expression	1	2	3	4	5
Positive Expression	5	4	3	2	1

So the biggest degree that the test can get is $23 \times 5 = 175$, and the lowest grade is: $23 \times 1 = 23$. As for the performance appraisal of players, a measure was adopted

from the Professional Agreement Memorandum and its relationship to sports performance by the AI-AKHDAR Rinouba, containing 28 items, all positive, and the items were deleted, as it now contains 18 items, all positive. The answers to the items of this measure are set out in the following terms: Strongly agree, agree, neutral.

Table (02) : Shows the distribution of ratings on the Performance Appraisal Scale.

Expression	Strongly Agree	Agree	Neutral
Expression	1	2	3

○ **Psychometric properties of measurement performance :**

To be a measuring tool for measuring the phenomenon for which it's done, you have to provide certain characteristics that are acceptable, called psychometric properties for measuring performance, and one of the most important of these is the attributes of honesty and stability .

A/ Stability : Alpha Cronbach method : Stability is calculated using the Alpha Kronbach equation through the statistical program spss version 22 is estimated at 0,86 and it turns out that the scale has a high level of stability, and the consistency of the performance scale for the players in the same way has been verified, reaching 0,69, which is an acceptable level of consistency .

B/Honesty :

self-honesty coefficient: The vertices are verified by the square root value of the alpha cronbach constant coefficient, which was estimated at this scale as:

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0.789 is an acceptable level that is true of the scale . As for the truthfulness of the players’ performance measure, the Alpha cronbach constant is 0,719.

The Arbitrators: The two measurements have been assigned for arbitration by a group of professors and researchers to adapt phrases to the requirements and characteristics of the sample research

1.5. Statistical methods :

In the statistical analysis process, we relied on the statistical program (22spss) , where we used a lot of the statistical techniques that we saw fit for this study, and among them : Correlation factors : Pearson correlation coefficient . Central measures : arithmetic average and dispersion measures : Standard deviation.

2- Exposure , analyses and result exam :

2-1- Presentation and analysis of the discussion of the findings of the first hypothesis: to verify the hypothesis that: "There is a statistically significant relationship between the attitudes of sitting volleyball players towards the availability of moral stimulation and the performance of players"

Table (03): Shows the trend relationship of sitting volleyball players and emotional stimulation in the players' performance:

Axes Variables	Standard Deviation	Arithmetic Average	Correlation Coefficient	Moral Value
Sitting volleyball players trends	7.44	14.97	0.021	0.03
Players’ Performance	8.11	44.00		

Through the statistical analysis results set out in table (03), which represents the results of the first dimension, we notice that the standard deviation of the trends

of volleyball players has been set at a rate of 7.44 on average 14.97, with the arithmetic average of 44.00 performance by a standard deviation of 8.11, and we have found a correlation coefficient The nucleus of 0.03. We found that there is a positive linear relationship between trends, moral motivation and players' performance, as we find that the players increase their morale rate based on positive trends, and this is what supports the study of Mr. Miqaq, and this is what achieves our first hypothesis .

2-2 - Presentation and analysis of the results of the second hypothesis :

To verify the hypothesis that states , "There is a statistical significance to the trends of sitting volleyball players towards the availability of physical stimulus and players' performance"

Table (04): The relationship between the trends of volleyball players and the physical stimulus in the performance of the players ..

Axes Variables	Standard Deviation	Arithmetic Average	Correlation Coefficient	Moral Value
Sitting volleyball players trends	2.92	9.15	0.03	0.04
Players' Performance	8.11	44.00		

Through the statistical analysis results set out in table (04), which represents the results of the second dimension, we notice that the average calculus of the trends of volleyball players has been set at 9.51 with a standard deviation of 2.92, with the average performance of the players at 44.00 with a standard deviation of 8.11 and we found a correlation factor with a morale value, 0.04 less than the

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level of $\alpha = 0.05$, therefore there is a statistical indication of the second hypothesis .

We have reached the results of the second hypothesis and it indicates that there is a statistical significance relationship between the trends of sitting volleyball players to have financial incentives and the performance of players at the level of $\alpha = 0.05$. This was indicated by the results of a study on Abd Al Rahman Ibrahim Al Rabei (2004), and this is what confirms the second hypothesis

2-3 - Presentation and analysis of the results of the third hypothesis: To verify the hypothesis that states "There is a statistical significance relationship between the trends of sitting volleyball players for good training and the performance of players"

Table (05): Shows the relationship of trends of sitting volleyball players for good training with players' performance

Axes Variables	Standard Deviation	Arithmetic Average	Correlation Coefficient	Moral Value
Sitting volleyball players trends	5.76	11.58	0.024	0.03
Players' Performance	8.11	44.00		

Source: prepared by researchers

From the results of the statistical analysis shown in Table (05), which represents the results of the third hypothesis, we notice that the standard deviation of the sitting volleyball players' is estimated at 5.76 points, has been calculated at an average of 11.58, which is 44.00 points in the standard deviation of 8.11 and we found a correlation coefficient of 0.024 points 0.03 is less than the level of $\alpha = 0.05$, and from that there is a statistical indication towards the third hypothesis .

The results of the third hypothesis indicate that there is a statistically significant relationship between the trends, good training, and the performance of volleyball players, sitting from the increased training of players at the level of evidence, at the level of 0.05. This is indicated by the results of the study of Adnan Moqbil Awn Ahmed in 2008. And here we come to a relationship, which achieves the sincerity of the hypothesis

This confirms the validity of the hypothesis. This result is consistent with Adnan Moqbil Awn Ahmed's 2008 study, titled "The impact of training some psychological skills on the skilled performance of football players. The study aimed to identify the impact of a psychological training program (relaxation, visualization, focus and attention). The basic skills of soccer players and the results of the study were that the mental training program used had a positive effect on raising the level of the skill level of soccer in the experimental group, in addition to the statistical function differences between the experimental research groups and those in charge of telemetry in psychological skills and for the experimental group. The experimental group also surpassed the control group in the improvement rates of the level of basic skills and psychological skills In addition to the statistical function differences between the experimental research groups and those in charge telemetry

- **Conclusions and proposals:**

- **Conclusions :**

The researcher concluded through the study that the financial and moral incentive system and good training are related to forming orientations for sitting volleyball players to provide good performance for players in national and international competitions.

Through all of the above, we concluded that there is a statistical relationship between the directions of sitting volleyball towards the incentive system and the performance of players.

○ **Proposals :**

- working on motivating this category with financial and moral incentives, which helps a sitting volleyball player with his athletic performance .
- Provide qualified and experienced trainers to raise the performance of the physically disabled players .
- Provision of sports facilities that assist persons with disabilities to practice sitting volleyball
- Provide assistant equipments for players who help them raise their level .
- Provide transportation that enables them to travel to matches and training .
- The development of sitting volleyball by training coaches and referees .

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