



Leadership practice among women between acceptance and rejection in the sports field - Sociological approach- **ممارسة القيادة لدى المرأة بين القبول والرفض في المجال الرياضي** **مقاربة سوسيولوجية**

Mohamed Azzouz ^{(a), (*)}

^(a) Institute of Sciences and Technologies of Physical and Sports Activities, University of Djelfa

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Abstract

This study aims at the reality of addressing the issue of women's leadership practice between acceptance and rejection in the sports field through a sociological approach, as the researcher relied on the analytical approach of theories and studies that dealt with such a topic, and the most important result was that there is a conservative acceptance of women exercising leadership positions. This is due to the reason of her inability to bear the difficulties and challenges she faces in assuming responsibility, and the study came out with a set of recommendations, the most important of which was working to spread a culture of awareness in society about the basic and necessary role for women to exercise leadership tasks in a way that allows them to be customary and community culture.

Keywords

*Feminist
leadership;
Sports field ;
Social challenges.*

المخلص

تهدف هذه الدراسة إلى واقع التطرق لموضوع ممارسة القيادة لدى المرأة بين القبول والرفض في المجال الرياضي من خلال المقاربة السوسيولوجية، حيث اعتمد الباحث على المنهج التحليلي للنظريات والدراسات التي تناولت مثل هذا الموضوع، وكانت أهم النتائج المتوصل إليها أن هناك قبولاً بتحفيز على ممارسة المرأة للمناصب القيادية يرجع لسبب عدم قدرتها على تحمل الصعاب والتحديات التي تواجهها في المسؤولية وتوليها، وخرجت الدراسة بمجموعة من التوصيات كان من أهمها العمل على نشر ثقافة الوعي في المجتمع حول الدور الأساسي والضروري لممارسة المرأة للمهام القيادية بما يسمح له العرف وثقافة المجتمع.

الكلمات المفتاحية

*القيادة النسوية؛
المجال الرياضي؛
التحديات الاجتماعية.*

* Corresponding author.

E-mail address: azzabderrazak@gmail.com (M, azzouz)

1. Introduction

A woman is a human being who has the right to lead the same way as men and in various fields, so a woman is a partner of a man in the path of survival, and the man alone would not be able to face all the challenges of nature in science and reason and building human existence in all its principles and requirements.

The participation of women in sporting activities is a manifestation of civilized progress in all societies and reflects its positive effects on public health, physical and psychological fitness, and thus on the family and society in general.

And with the emergence of the phenomenon Femininity in the Workplace Femininity in Work sites and the importance of the topic of what is called diversity diversity The importance of conducting studies and research to define the parameters, awareness, conceptualization and challenges of women assuming leadership responsibilities.

From the above, we can ask the following question : What is the extent of the practice of female leadership between acceptance and rejection in the sports field ? What are the difficulties that women face in assuming leadership positions?

2. Methods

In order to research on the subject of the exercise of leadership in the field of women 's sports E .depends on the researcher 's analytical approach , which deals with the theoretical Balthal scientific data Yale study and evaluation through the E Talaa references and studies sab Ge-related and similar Lhz e study

3. Research importance

Standing on the nature of female leadership in the sports field.

- Standing on the successes and failures achieved by women in the field of assuming sports responsibilities.

- Adding new research in the field of sports leadership and its relevance to the feminist component.

4. Defining terms

Sports bodies

Sports bodies are institutions established to serve the sports sector from all sides so that they have an organizational structure consistent with the size of those institutions and their goals in a way that is beneficial to the service of society in proportion to its objectives. The concept of sports institutions can be defined through three basic axes related to the concept of sports institutions. (Daft, Roppins, 1992, pg, 25)

- Social formation.
- Activities offered and goals.
- System and organizational structure of the sports institution

Challenges

According to the Oxford Dictionary, the meaning of challenges is something that impedes progress in traffic, whether by natural or artificial obstacles, and that leads to stumbling in overcoming situations (Mahfouz , 2004 ,pg, 37)

Procedural definition

All the difficulties encountered by women qualified to assume leadership positions, which were identified in this study by organizational frameworks, community acceptance and personal matters.

The sports field

it is a social formation related to the sports field as a profession and industry whose objectives are determined by the nature of the activities practiced by that institution and the interactions between those activities and other community institutions (Naseer , 2011 ,pg, 8).

Leadership

Leadership is a summary of the traits and behaviors that distinguish the leader from the

subordinates in terms of the ability to influence, and leadership is also known through interpersonal relationships and its ability to direct the efforts of individuals to achieve a goal, through the commitment of individuals to the decisions of the leader who has the authority granted from sources of organizational and personal strength.

5. Previous studies

- **The first study** " Ways and Methods to Activate the Role of Women in the Field of Their Practice in Administrative and Leadership Work"

Prepared by the researcher Al-Shehabi, 2002, the aim of this study was to know the reality of Arab women in their exercise of managerial and leadership work, and the most important trends and motives that push women to assume a leadership position, and to focus on the characteristics and characteristics that should be available in women to help them practice their leadership work, And the extent of parity in occupying leadership positions between men and women, and the most important problems and difficulties that Arab women face in practicing administrative and leadership work, and developing strategies that will activate the role of women in the field of their exercise of administrative and leadership work. The most important results of the study were: It was confirmed that the most important The motives for women assuming leadership positions are: desire and love of work, assertion of self and ambition, ability to assume responsibility, job experience in the field of work and her academic qualifications, keenness to enhance the status of women, and a good relationship with officials and subordinates at work. Based on this, the attitudes of women and their motives in practicing administrative and leadership work stems from their focus on self-realization and achieving the appropriate social status in them, and to prove their competence, competence and ability to employ areas of administrative work such as planning, directing, control, supervision and rational decisions that help achieve the goals of her organization with high effectiveness.

- **The second study** "Obstacles to women assuming leadership positions in Qatari society"

Prepared by researcher Al-Ghanim Al-Shihabi, 2008, and the aim of this study was to identify the obstacles that women face in assuming leadership positions in the Qatari society. The researchers prepared a questionnaire and it was applied to a sample of 1015 persons representing different segments of society, and the percentage was close to the number of males And females, the study also included 23 institutions, and 52% of them were old-fashioned institutions that have been established for 20 years, and 52% of them work in the government sector. Among the findings of the study: that society adopts a certain vision about the roles of women and places them in the image of the subordinate, and not in the center of the leadership, which affects their chances of obtaining leadership positions, and the traditional image of occupations suitable for women's work still dominates the mentality of society. Society focuses on administrative, clerical and educational professions, and this is the prevailing pattern in which women work. The sample adopts a position that is somewhat opposed to the leadership roles of women, because society has a ready-made image that has specific specifications for the image of women, and by this stereotype the man's position on the issue of Their wives assumed leadership positions, so the opposition was from a large number of them, and according to the study also, it became clear that the majority of the sample members prefer that their president be a man, and in this case males and females are equal, and according to their viewpoint, women are not suitable for this type of work.

- **The third study** "Global factors affecting women's participation in leadership":

For the researcher (Bullough, 2008) through the method of comparing cultures to study women leaders around the world and to learn about the small and large powers that impede or support women's access to leadership positions in the business or political sphere. The data were collected from 213

countries and included about 300 variables of leadership in business with a sample of 115 items, and in leadership in the political sphere with a sample of 181 items.

The most important results of this study: That human and economic development constitute a fundamental axis in the advancement of women; Providing basic needs such as education, literacy and reproductive health are the most important matters in countries with low participation of women in leadership positions, while health insurance and higher education are more important in countries where women constitute a higher proportion in leadership positions.

That political and economic freedoms and women's empowerment policies have a major role in increasing the number of women leaders in all fields.

Whereas the rule of law, clarity of property rights and government support are essential to facilitate women's entry into women's activities; Women tend to enter the field of entrepreneurship in countries that provide commercial support, while women tend to join political activities in countries that do not provide this support.

- Cultural norms that support the values of hard work, personal achievement, individuality, willingness to take risks and participatory leadership are an important indicator of the level of women's participation in leadership positions.

6. The concept of management in the sports institution

The aim of the emergence of the sports management system in the modern era was the development and progress in this field of sports, and the nature of athletes' care is characterized by the continuity of keeping pace with the evolving movement of sports, and managing their affairs is one of the most important and difficult administrative jobs in any founder, and this depends on administrators, coaches, supervisors and all workers. In the fields and fields of sport (Mahmoud, 2006, pg. 12).

All workers in the field of sports must have specialization or experience because

specialization in sports work and the fulfillment of its requirements in terms of completion, management, implementation and follow-up of programs, projects and tasks related to it require distinct capabilities and competencies with special characteristics.

From that, many scholars and researchers in the field have provided several definitions of management in a sports institution, including: "The art of coordinating the elements of work and the sports product, in sports bodies and producing it in an organized manner in order to achieve the goals of these bodies" (Mufti, 1999, pg. 17).

As you know: "Direct all efforts within the sports body to achieve its goals." It has also been defined as: "Sports management is the skills associated with planning, directing, field follow-up, leadership and evaluation within an organization that provides sports service or physical or recreational activities."

A concept of sports management can be given: the modern administrative ability in the task of building a better sports community to reach advanced sports levels, primarily due to the presence of sports institutions that perform their role effectively and efficiently in addition to a group of individuals assigned to perform many tasks and duties towards sports clubs that require Having many administrative skills that make it easy to confront and break into the administrative problems that hinder the progress of the sports institution towards achieving the basic goal of its existence, which is to raise the sports level of the youth and youth and the progress of the sports movement under the professionalism of sports and the system of globalization.

Hassan Shaltout went on to define sports management through the value role as a service to others, where he said: "Sports management means service, and whoever works in the administration serves others or performs service through the administration. It is the process of carrying out business by others by planning, organizing, directing and controlling their efforts." (Shaltout, 2003, p. 152).

Procedural definition: We can give a procedural definition of management in the sports institution as follows:

Management in a sports institution is the process of achieving the established goals through the process of interaction and coordination between the components of the sports institution (financial resources, human resources, material resources, legal aspects) through administrative processes (planning, organization, direction, control).

7. Women and leadership tasks

According to Vecchio, the concepts of leadership and sexuality (male and female) have developed in a similar fashion after the prevailing perception that masculinity and femininity are opposite poles (Ibtihaj, 2003, p. 349).

The concept of leadership has changed, and trends have emerged that emphasize the importance of initiating the function, and other trends indicating the importance of individual relations. The leadership style reflects both trends simultaneously. Hence the origin and development of the so-called Androgyny Style of Leadership. The results of studies and research regarding this Androgyny method have been inconclusive and unclear.

Vecchio believes that all management theories on leadership are based on the idea of equality and equation between the concepts of femininity, concern for employees, and masculinity with focus and attention to the job as different poles.

This notion of equality reflects fragmented thinking regarding the issue of gender, which confirms that there are no justifications for the existence of differences between women's and men's leadership styles, based on social role templates. Nelton explains that more successful organizations allow for differences in leadership styles. The current woman leader uses traditional leadership styles (concern for the job) as a style for men, with her own style (concern for employees). This reflects the comprehensiveness of the leader's behaviors and the leadership process.

Recent studies related to leadership confirm that the leadership style of women is

the best method for future organizations and institutions, which depend a lot on the development of one team. This method reflects the strategy of the woman in managing her life described as Communion.

And there are those who believe that the leadership style of women is appropriate to the social role molds, which pushes the efforts and energy of women to be greater than men to achieve the desired justice.

Harriman agrees with Marshall that there are no differences between a woman's and a man's leadership style. And that the woman leader exerts more effort and energy than men.

Kanter attributes the difference between women and men in terms of leadership style, due to the tendency and tendency of the organization to employ women, in jobs that reflect patterns of women's social roles.

Klenke agrees with Kanter that women are denied sources of power due to policies and organizational frameworks in institutions.

Jones and George explains that women are not different from men in terms of leadership style, except that women tend to participate in the style more often than men. This is attributed to two things:

The first thing: the lead woman's attempt to overcome the hidden rejection of her authority as a woman leader.

The second thing: that women are more able to develop better human relationships in the organization.

8. Sociological approach to women's leadership

The social studies of researchers Tavis and Ophir (Tewate, 2014, p. 112) stated that women are not seen to be able to perform efficiently in leadership, given the lack of women leaders at the time, and based on a field study it became clear that one-fifth of women and two-thirds of men do not want a woman to march for them. So both Cantor and Barney and others asserted that many women who were aspiring at the time to assume positions of responsibility at that period retreated in their efforts to develop leadership under the framework of the male hierarchical model, but little by little, with the increase in

women in administrative and political leadership positions, feminist leadership emerged as a special and unique pattern. Especially with the beginning of the nineties.

The practice of women's leadership tasks has unique and qualitative characteristics that the researchers studied, as they agreed that her performance of leadership is related to the idea of giving, concern and care related to the traits of kindness and tenderness that are characteristic of her feminine roles, especially as a mother and wife in light of her family responsibilities. Therefore, her leadership performance is dominated by the emotional and social character in most cases.

There are those who have argued that leadership develops thanks to the social factors represented by the life experiences that the individual goes through, the profession he occupies and his educational level, and for women the caring roles that are supervised by women contribute to the development of their ability to deal with others, and the cultural background that comes from them affects directly on her leadership capabilities while exercising power.

The researcher Simenska (Tatet, 2014, p. 113) believes that women are more aware than men of the inequalities that exist between them and the cultural obstacles that limit their progress, so she knows that she has to work more to be able to emerge and if she reaches leadership positions, it is more initiative than men that transcends the outlook. Materialism works in favor of a better distribution of wealth, and researcher Litza Nicolo Smokoviti adds that the leadership of women is more democratic than men, as they focus on the idea of non-competitive distribution of power to support the idea of directed participation more than imposing hegemony, and here it attaches special importance to the atmosphere of solidarity within the professional field, just like the family sphere. It performs its authoritarian leadership role in an expressive way, "according to Parsons, in contrast to the man who performs it in a mean way, which makes it give a special character to the functioning of the institutional and societal work.

9. The difference between women and men with regard to leadership style

We can summarize the most important differences in response to men's leadership and women's leadership in the following, according to the study carried out by the researcher (ibtihaj, 2003, pg, 360):

- The woman's style is characterized by wisdom and stability, due to the inclusiveness of leadership thinking, because of the integration of the mind with emotion in women compared to men.

- One of the most important obstacles for women in leadership is the emotional tendency and tendency in behaviors, unlike the rational behavior of men.

- There are no differences between women and men in terms of leadership styles, as long as the leadership skills and abilities of the individual are available.

- The differences between women and men regarding leadership style are positive and in the interest of women. Women are more organized, tidy and strict in terms of achieving goals.

- Women are more cautious, but bold and efficient in the decision-making process than men, and are more able to plan the future.

- Women play a leadership role in more than one position and field, and accordingly women can be described as a muqbah with regard to the attempt to achieve integration in all the roles they play, and this is what enriches the experience of the woman leader.

- Women are more inclined to create more successful human relationships than men within the organization, and accordingly, the woman leader reaps greater respect than the leading man.

- Women are more able than men to deal with change and heterogeneity due to their flexible leadership style.

- Civilized cultures prepare men for leadership data, such as a network of communication on all professional and personal levels, which allows him to express himself in all forms that are considered acceptable. As for women, their self-expression and behaviors are more limited

than for men. This includes leadership behavior.

10. Challenges of women in the sports field

Organizational challenges

The challenges are all the obstacles and obstacles that face the work of women and their assumption of leadership positions in the field of their work in the sports institution, and often they take a formal form such as laws, regulations and instructions, or they are in an informal form such as instructions, advice and pressures (Muhammad Al-Qudah, 2011, 138).

The challenges of the organizational frameworks have a great impact on women's assumption of a leadership position, as the vast majority of women leaders emphasized that the managerial leader's low view of women's work was at the forefront of the problems, and the lack of conviction and confidence in the decisions and opinions of women, and that the prevailing idea among administrative leaders was that women were unable to assume responsibility. Leadership, and her inability to cope with work problems, and that her qualifications and limited job experience are all factors that helped prevent women from assuming leadership positions in the institutions in which they work.

Social challenges

They are all the obstacles related to society's view of women's work and their assumption of leadership positions, as well as the spread of the idea of leadership tasks, especially for men, the limited work of women.

Personal challenges

All challenges related to the woman's personality in itself such as family status and her inability to coordinate between working in the job and her duties at home, raising children and marital rights, in addition to lack of self-confidence as a result of male socialization, fear of failure, lack of motivation and desire to

occupy a higher position, lack of Interest in educating women.

11. Conclusions

We have tried, through this study, to identify the reality of women's leadership practice between acceptance and rejection in the sports field through a sociological approach, as we set out to diagnose the social condition of the phenomenon through reality as well as theoretical studies that dealt with such a topic, thus finding an approach that contributes to clarifying the limit Far from the obstacles and challenges of women exercising their leadership tasks in the sports field in particular, and in the end this study can come out with a set of recommendations as follows:

- Giving more empowerment to working women with leadership, negotiation and work skills.
- Organizing training courses and workshops to build women's leadership capacities and acquire leadership and teamwork skills.
- Work to spread the culture of awareness in the community about the essential and necessary role for women to exercise leadership tasks, as allowed by custom and community culture.
- Women's bodies and associations provide support to women and encourage them to assume power and decision-making positions.
- Conducting more studies and research on the leadership role of women in sports institutions and what are the challenges, obstacles and ambitions that guarantee its success.

Conflict of interest

The authors declare that there is no conflict of interest

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