



CRITICAL SUCCESS FACTORS OF PROFESSIONALISM WITHIN LIBYAN FOOTBALL CLUBS

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ABSTRACT

The attempt to reveal the shift from hobby to professional within sports clubs affected these clubs' management. This study aims to identify the difficulties impeding the application of the professionalism of a legal impact on the administrative functioning and investigate the configuration centers and sports facilities currently available to allow the application of professional sports clubs. This study employs the cross-sectional methodology. The data of this study collected from 102 administrative staff from Libyan football clubs. This study showed a moderate percentage that agreed about the lack of specialized sport qualification of the most sport staff, and most of the staff work as volunteers within the football clubs. Several obstacles were found and explained. It recommends introducing sports professionalism through intensifying efforts and holding seminars, workshops, and conferences for administrators and officials of clubs and sports federations and focusing on developing the technical aspect of football as the most important pillars of professionalism.

1. Introduction

Professional in sports is not a recent phenomenon; it has been in existence since ancient times. Since 680 B.C, a law appeared in Athens provides all the athénée winners during the Olympic Games an award amounting to (500 drachms). This law aims to encourage athletes of the Athenians officials toward professionalism, which is defined comprehensively throughout ancient Greece (Brannagan & Giulianotti, 2015). At that time, some races were taking place between the small vehicles and horse-drawn carriage, the vehicle's driver, the practice of this sport was a craft and reliable source of livelihood. Over time, the same phenomenon appeared in ancient Rome with different forms as the defined bets system for the first time. This system allows these professionals to enter competitions Sport bets. In the middle ages, another law appeared with new images to professional sports, for example, wrestling and athletics (van Ours & van Tuijl, 2016). Because of the clubs' absence to organize these professional games, professionals moved from one city to another to earn a livelihood. A lot of people meet in places to watch matches. Some of them pay money to belligerents as a reward to encourage them to continue to practice their sports. And more than that, where the nobles were at the invitation of professional athletes to their palaces to make presentations and entertain jointly with comedians who perform some funny movements for a sum of money they receive from the judges (Shetty, Ohlmann, & Gaeth, 2016).

The 19th century reflected the development of the professional sport, mainly football sport in England, and the sport's state in the middle ages of erosion (Broman, Ahmed, Tscholl, & Weiler, 2017). However, the decline of the sport has contributed to the marginal contribution in that time. The reason for this is the emergence of amateur sport, which was practiced by the upper layers of the aristocracy of minimum social classes at one time when the increased potential of the sons of the AR palpably absurd to participate in sports and games from local irregular healers as social class and that deprived the people of the lower classes of participating in the championships (Renfrew & Snyder, 2016). The objective of deepening the amateur sport was the social separator between social classes and ruled out any professional athlete (Bolivar-Ramirez, 2018). In 1850 (mid-19th century) British championship golf courses provide cash awards. France has also been awarding winners with cash awards since 1853). In mid-1880, George de San Clare Ernest's campaign on the purification of athletics led to the prohibition of the races with cash awards that established professional associations' federation (Brewster & Brewster, 2018). However, things began to change in the 21st century due to the changes that shook the British community and professional organizations that have emerged in all branches (Brito, Williams, & Randers, 2018). After that, commercial organizations have become interested in professional sports with a strong influence of the Olympic Committee, excluding the principle of the hobby in 1981 and then spread the phenomenon of professionalism (Schreyer, Schmidt, & Torgler, 2018).

2. Literature Review

2.1 The Concept of Sports Professionalism

The concept of professionalism can be defined as sporting activity (education, sports training). "It is a process aimed at the promotion and development of specialization and competence." This process is to be taken by the Club amateur to develop sports and physical results (economic), legal and professional sports organizations, and associations with the difference in the process. However, some of the clubs have moved to professionalism without the professional organizational structure because of the multi-dimensional character's professionalism (athletes, organizational, economic, institutional consortium) (Watson, 2018).

Professionalism is known as the product of a historical process of the transformation of the club amateur sequence to a professional evolutionary with an interaction between individuals and institutions and governed by the law on associations and professional athletes, degree of the jurisdiction of efficiency in the planning and organization of sports or the infrastructure (Wood, 2018). It is this acquaintance that might come to mind that professionalism does not advance. Still, the availability of two foundations of the first craft legal sense any exercise of sporting activity to achieve those by live and satisfy the need and, second, the addiction is intended to exercise the craft for sustained any continuously and systematically (Çelîk, Şengönül, & İlker EsİN, 2019).

Therefore, professionalism is the practice of sports-related to sports and associated steadily to obtain a financial return. As to the term professional sports is who earns an exercise football game money overtime or bonuses under a fixed-term contract between him and the club, other than the actual expenditure implications of his participation in the play, the travel and subsistence expenses, insurance, training, and the like in the sports field and the sports includes actors who usually consider sub-domains, but are very important if we are to engage in the context of achievement in the world (Lind et al., 2019).

2.2 Components of sports professionalism

To achieve professional sports, sports activity must be regularity and continuity. To be specialized, sports activity is the player's primary livelihood but needed to be a professional contract between the player and the club as always professional regulations (Pitts & Evans, 2019). Regularity and continuity in the exercise of the game of football a professional football player to take in the game of football career by continuous and systematic that it systematically devote all his time and to exercise this game and therefore does not have any other time to exercise a professional activity last as always professional regulations (Morris et al., 2019).

The game of football is an essential livelihood like in the case of photographer professional: Not enough availability of the meaning of professionalism that sports activity is characterized (Feddermann-Demont et al., 2020). Also, the player's remuneration for the exercise of soccer is the primary source of his livelihood, reliable, primarily in their living standards (Espitia-Escuer & Garcia-Cebrian, 2020). To argue that the professional player depends mainly on the living of what he gets paid to is reliable and verified baseline in all of the professional sports, especially if we have noted that the amounts obtained by the player of his professionalism is always high enough and sufficient amounts of any family and always in the increase (Zafonte et al., 2019).

Moreover, the player does not receive a monthly salary but also the annual housing allowance transport allowance in addition to comprehensive insurance against infection inside the stadiums in case of disability and death, as well as Health insurance, which includes the standard treatment and medical examination compulsory periodic player, the player finally gets a specific rate of return for the transition in the case of transmission from his club to another club and the total of these amounts sufficient beyond a reasonable doubt that it is the major source of livelihood, but often the only source of livelihood and this was confirmed by the French jurist Tuorsil when he stated that it is not required to play professional sports to be the only source of his livelihood, but it is enough to be the main source of which depends on him for living (Cassoudealle, Laborde, Orhant, & Dehail, 2020).

It can be observed that all the professional regulations governing professional football game explicitly states the need for a professional contract between one player sports clubs. In Article III of the rules of professional Saudi Arabia, a professional is a player paid for the practice of football game money under a specific contract with the club (Falls & Natke, 2016). This decade's importance is that it helps to identify the obligations on both sides of the club and the player (Baume et al., 2016). Professionalism became formal and legal in 1885, considered the beginning of football's essential stages where players were recognized after a long development stage. There was an interception for a few promotions in universities and schools and called the name of the game in England gentleman any gentleman because it was exercised in an environment of high-level social and cultural terms (Jones et al., 2020). The continued professionalism, hidden in the decade's persuasive football era, but complaints started raining down on the English Football Association. It was challenging to prove commissions of inquiry into some clubs and professional players simply because such clubs were maintained (ESCAP). Maintaining directories of specialists and registered records serve data emoluments paid to develop professionals secretly (Shahtahmassebi & Moyeed, 2016). Players guideline in the English clubs was contrary to Cup

England's regulations when the English union agreed to allow the professional players, which did not stop the supporters (Madsen et al., 2020).

2.3 Sport and its link with the professional

Sport is one of the most important social phenomena of interest to most countries. The majority of the studies considered it a mere physical exercise aimed at physical and spiritual development, psychological but not as a means of livelihood or as a trade or profession employ like a source of livelihood and the fact that these tariffs were ratified on some amateur athletes (Connell, 2018). In particular, it does not ratify all athletes; there is the category of professionals who always seek to get the price they were playing for and sought (Angelini & De Angelis, 2017). Professional sports have become a feature of most of the activities at present. Modern French jurisprudence has tended to define the sport as a promotional activity to develop the physical in that one is played. Following the practice of sports and subject to regulations can be turned into a verbatim activity and features of this definition that views the sports in a modern look in line with the fact that already exists in the sports field (Della Torre, Giangreco, Legeais, & Vakkayil, 2018). It is no longer just a game fun but became the work of the sports club account or the play in its name. The steady rise in sports participation in many states is a boom and propaganda of who acquires athletes (Uth et al., 2018). Bones were one of the most important factors of change and transformation of the hobby's concept as much as to the professionalism traditionally as it was not usual to have athletes any material exchange. To highlight their abilities and talents of contemporary sports have shown an increasing tendency to strive toward excellence and consolidation of staff as a profession like other professions (Skoradal et al., 2018).

As pointed out by some writers to change the concept of the hobby in sports and the reasons for it believes that there is an important consideration that must be placed in the account is that the time has changed for these emerged Olympic Games Old Town (Kim, Bui, & Jung, 2019). In the country, the Greeks were not the first idea of representation found or were in their professions. They also pointed out that it is likely to be the most important reason that led to a change in the concept of a hobby that has affected the image of the pointing to what happened between us sports "Jess" the Nazi leader Hitler. In Berlin's 1936 Olympics, the Americans considered the gold medal winner in lifting the international social prestige to the compressor (Lago, Lago-Peñas, & Lago-Peñas, 2019). This influence in advancing the professionalism And devote themselves to sports, as long as the state's prestige depends on their athletes' performance in international forums and at the Olympics (1), which gave a broad concept but loose expiation. Thus, some global sports leaders called for the consideration of the topic of international sport and dispositions and taking into consideration the new concept of sports kafaarah (expiation), which was claimed by several countries around the world (Beaudouin et al., 2020)

The review of previous studies relevant to the subject of the current study through the aspiration and examined these studies found that it dealt with a whole different dimension points led by reference to a particular topic. Each according to the viewpoint of the owner, which differs from those of other consideration and therefore, these attempts, all of which seek to discuss the scientific, professional sports and management of sports, thus they are not scientific as from recurring year to discuss what additional explanations are complementary (Depken Ii & Globan, 2020).

Therefore, the study is only a continuation of those researchers' work and not from recurring for what they have done, including one study that has been the subject or covered in one unit. Some studies conducted in various Arab environments have advantages and apply these studies to some bodies, sports clubs. These were used in the whole of the descriptive approach and the use of the questionnaire tool for most of the studies reviewed by the researcher that had focused on the following indicators (Hughes, 2020):

The laws and regulations on professional sports, obstacles to professional sports, the basic requirements for the professionalism's success, the characteristics of international and Arab professional, managerial and administrative conduct of Libyan football have been studied. However, these studies did not address the transition from amateur to professional sports activity, which reflected the Andean management and what are the implications of this shift. Here were where researchers start in light of these studies' results. The latter has helped the researcher identify and formulate the study's problem and contributed to writing the theoretical part as it helps the researcher determine the procedures for the search. The selection of appropriate scientific curriculum and sample research, data collection tools, appropriate statistical method, the design of the questionnaire form, and identify the fundamental axes and also helped the researcher in data processing and interpretation of the results (Lolli et al., 2020).

3. Methodology

The overall research aims to reveal the value of the research and its importance in controlling its methodology. The methodology's function is to gather information, work on Classification and measurement, and analyze to draw the results and determine the phenomenon's parameters to be studied.

The researcher collects data to test hypotheses or answer questions related to the research sample members' current situation. The descriptive approach is a set of research procedures that complement the phenomenon based on collecting facts and data that will be processed, analyzed, analyzed, and accurate to draw their significance and access to results. On

top of that, he tries to describe the phenomenon of the subject of the study. As in the present; to diagnose and reveal the strengths and weaknesses determining the relations between its members or between them and the educational or psychological phenomena or social, particularly under the influence.

The data collection was reliance on interviews with the heads of clubs. Jamahiriya, through interviews, is open to questions. The questionnaire is used: the questionnaire to know that it is a set of questions related systematically. It is also a means to collect information used by many in social science research.

The questionnaire form: included 21 questions form the questionnaire distributed on three axes, as follows: The first axis: a component of questions (4 to10) that we have drafted based on the indications that the sports administration was non-eligible and non-specialist.

The second component of the questions,10to 16) that we have drafted based on the indications that the institutes and centers of the configuration currently available do not permit professional sports application.

The third axis: a component of questions) 16 to 21), which we drafted based on the indications that current funding sources are not enough for teams to move from amateur to professional sports. There are multiple forms of the questionnaire we adopted, the most closed questions; the similarities are open.

4. Data Analysis and Results

It found from the table that 39% are members of the General Assembly within the clubs and 26% of the sample represents the administrative staff within the clubs and 26% of the members of the Governing Council of the Libyan clubs, and 9% of the department managers (heads of Libyan football clubs).

Table 1: Position

| Position | Frequency | Percent |
|----------------------------------|-----------|---------|
| The club's director | 18 | 17.6 |
| Member of the Board of Directors | 24 | 23.5 |
| Administrative | 24 | 23.5 |
| Member of the General Assembly | 36 | 35.3 |
| | 102 | 100 |

It found through analysis of the outcome of Agenda 02 to 39% of administrative professionals within the Libyan clubs are from the age group 31 to 40 years and 16% are from the chronic obstructive pulmonary disease between the ages of 21 to 30 years and reflect this descent of the young boys, 25% of the age group 41 to 50 years and 20% of the age group over 50 years.

Table 2: Age

| Age | Frequency | Percent |
|---------------|-----------|---------|
| Above 50 | 20 | 19.6 |
| From 41 to 50 | 26 | 25.5 |
| From 31 to 40 | 40 | 39.2 |
| From 21 to 30 | 16 | 15.7 |
| | 102 | 100.0 |

Table 3 shows us through the table results that 37% of the study sample second China-japan High-level qualification (master's degree), high index. 33% of the workers in the management area within the Libyan football clubs got floodlights available on a university degree (16%) and got degree doctorate and 16% on the general secondary school.

Table 3: Education levels

| Education levels | Frequency | Percent |
|------------------|-----------|---------|
| PhD | 16 | 15.7 |
| Master | 38 | 37.3 |
| Degree | 34 | 33.3 |
| Secondary | 14 | 13.7 |

Table 4 shows that 53% of the sports administration workers within the Libyan football clubs that their job was not linked to the administering Power Sports and that specialization is not the criterion in this area. And 47% responded that the government has nothing to do with their work in sports administration.

Table 4: Government job linked to sports clubs

| Is labor government job for workers in the field of linked to sports clubs? | Frequency | Percent |
|---|-----------|---------|
| Linked to the fields of sports | 48 | 47.1 |
| Is not related to the field of sports | 54 | 52.9 |
| | 102 | 100.0 |

Table 5 shows that 78% of the workers in the field of sports administration within the Libyan football clubs are people who are not specialists in this area, and this is a very high indicator indicates the outposts in the Andean management policy, only 22% of the workers are specialists in this field.

Table 5: Working specialize

| Is working in the area of management within the Libyan football clubs specialize? | Frequency | Percent |
|---|-----------|---------|
| NO | 80 | 78.4 |
| YES | 22 | 21.6 |
| | 102 | 100.0 |

Table 6 shows that 72% of the sample is volunteers within the Sports Administration Libyan football clubs. They do not consider this volunteer an essential income source; 28% believe that work within the Department of Libyan Football Clubs is a profession.

Table 6: clubs as a profession or volunteered

| Is the nature of your work in the management of the clubs as a profession or volunteered? | Frequency | Percent |
|---|-----------|---------|
| Volunteers | 74 | 72.5 |
| linked to the convening of | 28 | 27.5 |
| | 102 | 100.0 |

Table 7 shows that the percentage of 71% consider administrative work within the Libyan Football Clubs is not a source of income. This proves that volunteering is a characteristic, and 29% consider the work within the Department of Libyan Football Clubs is an essential source of income.

Table 7: Income source

| Is your work in the field of basic income source club? | Frequency | Percent |
|--|-----------|---------|
| NO | 72 | 70.6 |
| YES | 30 | 29.4 |
| | 102 | 100.0 |

Table 8 shows that 55% did not participate in any sports management session, which indicates the lack of clear policy to develop administrative work by the Libyan Football Federation or the Ministry of Youth and Sports, and the forex trading markets regularly trade Libyan sports. 45% of their participation in the sessions of the competent sports administration.

Table 8: participated in the sessions of the Sports Administration

| Have you participated in the sessions of the Sports Administration | Frequency | Percent |
|--|-----------|---------|
| NO | 56 | 54.9 |
| YES | 46 | 45.1 |
| | 102 | 100.0 |

It is found from Table 9 that 71% of the sample represented me working within the field of sports administration Libyan football clubs. They consider that there is no me; I choose the working standards and bases and outposts, and confusion is characteristic and; the absence of specialization and professionalism and the spread of volunteerism are predominant. While 29% of the foundations and criteria for selecting employees within this area.

Table 9: the selection of cadres

| Are the foundations and criteria based on the selection of cadres working in Libyan clubs? | Frequency | Percent |
|--|-----------|---------|
| NO | 72 | 70.6 |

| | | |
|-----|-----|-------|
| YES | 30 | 29.4 |
| | 102 | 100.0 |

Table 10 shows us that the rate of 45% consider the physical constraint is the reason for the lack of response of the sports clubs and me applying the concept of professionalism. In comparison, 29% believed that laws and does not contribute to applying the concept of professionalism. 24% consider that the absence of processed cadres impediment to applying the concept of professionalism, and the former ratios indicated to us that the obstacles and difficulties that the sub-departments within the Libyan football clubs take more from the face of the physical, legal, and human capital.

Table 10: The obstacles of clubs

| Can you summarize the obstacles of clubs with the professional response to the lack of readiness regarding the impediments to respond? | Frequency | Percent |
|--|-----------|---------|
| Material | 46 | 45.1 |
| Legal | 30 | 29.4 |
| Cadres processed | 24 | 23.5 |
| There are no obstacles | 2 | 2.0 |
| | 102 | 100 |

It is found from Table 11 that 65% consider the laws and legislation governing the sport within the Libyan football clubs and unions do not contribute to the application of professionalism. Still, it is an obstacle, while 35% believe that the legislation and the organization for the sport to contribute to applying the concept of professionalism.

Table 11: The application of Professional Sports

| Are the legislation and the organization of the sport in Libya that assist in the application of Professional Sports | Frequency | Percent |
|--|-----------|---------|
| NO | 66 | 64.7 |
| YES | 36 | 35.3 |
| | 102 | 100.0 |

It is found from the table that 71% consider current funding sources me Libyan football clubs are not sufficient to apply the concept of professionalism. It must be the search for alternative sources; 29% consider adequate funding sources with professional management and appropriate legislation.

Table 12: Enough current funding sources

| Enough current funding sources for professional sports clubs | Frequency | Percent |
|--|-----------|---------|
| NO | 72 | 70.6 |
| YES | 30 | 29.4 |
| | 102 | 100.0 |

It is found from Table 13 that 65% confirm the absence of a sports court and that the committees of the General Union of Libyan football federation to resolve conflicts is insufficient and does not serve their purpose and that it was necessary to have a sports court. 35% consider the current method to resolve the dispute as a sports court.

Table 13: Are there a sport court

| Are there a sports court to settle the dispute between the parties to the football clubs (and the unions, trainers, and athletes) | Frequency | Percent |
|---|-----------|---------|
| NO | 66 | 64.7 |
| YES | 36 | 35.3 |
| | 102 | 100.0 |

It is found from Table 14 that 71% consider that the tools and means of communication are virtually non-existent between clubs and organizations and the means currently used primitive and that the cadres can use modern technology to communicate, 29% consider that the clubs have equipped.

Table 14: the communication tools

| Do you have the management of the club for the secretariat are equipped with all the communication tools? | Frequency | Percent |
|---|-----------|---------|
| NO | 72 | 70.6 |
| YES | 30 | 29.4 |
| | 102 | 100.0 |

It found from table 15 that 67% consider that the Libyan football clubs do not contain the minimum infrastructure and utilities for sporting activity while 33% are good existing infrastructure.

Table 15: The club's infrastructure

| Do you own most of the club's infrastructure, stadiums, and sanitation and places the audience | Frequency | Percent |
|--|-----------|---------|
| NO | 68 | 66.7 |
| YES | 34 | 33.3 |
| | 102 | 100.0 |

It is found from Table 16 that 69% confirm no medical insurance for athletes and that this indicator shows the absence of the concept of professionalism, which includes this inability of aspects of Libyan Football Clubs commitment to the physical aspects of the rock shaft. 31% consider the existence of insurance in some special conditions of contract with foreign players and professionals.

Table 16: Medical insurance

| Are there indications that the club controls the player's beliefs in cases of death and injury, disability, and illness through insurance companies? | Frequency | Percent |
|--|-----------|---------|
| NO | 70 | 68.6 |
| YES | 32 | 31.4 |
| | 102 | 100.0 |

It is found from Table 17 that 39% do not agree that there is a vision to apply the concept of professionalism within the Department and the authorities responsible for Libyan football. 23% do not agree strongly also in the sense of more than half of the personnel in management within the Libyan football clubs confirm the absence of vision to apply the concept of professional sports. In comparison, 24% believe that the responsible authorities' vision and that obstacles such as processed cadres are caused to start applying professionalism, and 14% consider the vision exists.

Table 17: A clear vision and agenda

| There are a clear vision and agenda for the application of professional sports by the institutions responsible for sports in Libya | Frequency | Percent |
|--|-----------|---------|
| Strongly Disagree | 24 | 23.5 |
| Disagree | 40 | 39.2 |
| Agree | 24 | 23.5 |
| Strongly Agree | 14 | 13.7 |
| | 102 | 100 |

5. Discussion and Implications

It is noted that the appearance of the profession of management takes an improper trend and does not cope with the requirements for modern management for sports. This is due to the absence of sufficient demand for the services of the diabolic or the managers. The need to draft the law on the sporting bodies is to cope with recent changes in the professional system and study the economic dimensions of sport. The draft can be used to develop legislation and laws to those in line with the dimensions of the system of professional sports, the development of policies, procedures, and regulations for managing the affairs of the club professional players' interior using the latest methods internally and externally.

The administrative and judicial organs effectively settle football disputes, although some shortcomings exist in the Libyan (Roe et al., 2020). The researcher also recommended the necessity of experts in the field of sports disputes, the organization of training sessions for members of select committees to adjudicate in disputes. However, there is also a need to establish laws that conform with the reality on the ground, the Libyan sports, adoption of sports experts in court on technical issues. A new law keeps up with the constant changes in the sports community. It stops the constant change and the publication and distribution of the press's administrative and judicial organs' resolutions and laws on regular and formal clubs. The neglect of the player's and coaches' social side leads to the sport process's failure. This is what is reflected in Libyan football's professional level, which requires a focus on the social side by focusing on the player and coach's requirements to raise the level of this sport through the activation of professional sports law. The lack of economic vision for soccer through and absence of funding mechanisms prevents the establishment of the Andean professionalism, given the importance of the sport's economic aspect in general and football. It is difficult to achieve its objectives and maintain the club's balance in the absence of financial resources and sports facilities, helping develop the sport. Weak laws and legislation and private Libyan professional sports, which do not help Libyan football's professionalism, is not in line with the requirements law, Professional Sports.

6. Conclusion

This study aims to identify the difficulties impeding the application of the professionalism of a legal impact on the administrative functioning and investigate the configuration centers and sports facilities currently available to allow professional sports clubs. This study employs the cross-sectional methodology. The data of this study collected from 102 administrative staff from Libyan football clubs. This study showed an average percentage that agreed about the lack of specialized sports qualification of the most sports staff, and most of the staff work as volunteers within the football clubs. Develop mechanisms to introduce sports professionalism by intensifying efforts and holding seminars, workshops, and conferences for administrators and officials of clubs and sports federations and developing football's technical aspect as the essential pillars of professionalism.

Moreover, it is better to establish binding mechanisms for the committees, including the player and the club representative's need to appear before the registration committee when the contracts are approved. The health insurance covers the contract. Furthermore, to create an association of professional athletes to establish technical and scientific standards for those who will hold leadership and administrative positions in sports. Regarding the regulations and laws,

it is essential to review the laws of clubs to build on their administrative and financial capabilities, with the development of legislation governing clubs and federations' work. Also, expedite the sports arbitral tribunal's establishment to resolve disputes and disputes in the sports field, develop sports management in line with professionalism, and develop the game. To seek the adoption of sports professions in local laws to expand the field of professionalism in sports and professional sport in the new constitution. It is necessary to introduce the International Federation in terms of player contracts and professional club licenses.

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