

The relationship between organizational justice and organizational citizenship behavior practice with the sports specialist in Alexandria university youth welfare administrations

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Research problem and importance:

The organizational justice is a major subject has the organization's interest which work efficiently, we can see The organizational justice as one of the important organizational variables, which has the Probable on the employees functional performance efficiency –in a side- and the organization's performance – in the other side.

The organizational justice is considered a relative concept, in other words the organizational procedures- which any one may see it as a justice procedure – may be unfair procedure from another one's sight, so The organizational justice is determined in the high light of what can any one understand – related to procedures and

outputs Impartiality and objectivity.(3:12) (41:530-528)

Both of Omar Dorrah (2008), Alaa Mohamed Sayed (2010) agreed that : the citizenship behavior represents acts Trespassing Within the functional duties and burdens, and over all Formally described in the organization or beyond the official roles.(23:16) ,(4:19)

Kalleberg et al(2004) define it as an individual behavior distinguished, Not be appreciated by the official reward systems in the Organization which enhance effective organization functions entirely.(40:6)

Scientists and writers agree on defining organizational citizenship here: Altruism, kindness and

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courtesy, sportsmanship, conscience, civility. (35:4),(43:110),(42:26)

Both of the two researchers reached the search problem through supervising of the third & fourth (Sports management branch) students During the participation of female students in numerous competitions and sports activity management activities at the University of Alexandria, so they recognized:

Reduced sense of organizational justice sports specialists, The dissatisfaction of employees from the current system of evaluation

Through the pilot study in which the two researchers has carried put on a sample of (11) items, thrier distribution was as follow, to recognize The Relationship between Organizational Justice and Organizational Citizenaship Behavior with the sports specialiat in Alexandria University Youth welfare Administrations (Appendix1) The opinions of all statement was negative, confirming that there is nojustice in the funcnyonal tasks didtribution, a Lack of a unified system, not

to participate in solving problems.

Throw revision of many previous studies, such as Hian Hemdan Study (2015) (13), Barzan Saber Hussien (2014) (8), Mohamed Abdulhameid etal (2015) (15) , Hamzah Moaamary Bin Zahy Mansour (2014) (12), Nazik Moustafa Sombol, Yousriya Ibraheim Moussa (2008) (21) , Yousriya Ibraheim Moussa (2007) (32), Said Shaaban Hamed (2010) (11), Mohamed Abdulateif Khaleifah (2009) (14), Yasser Fathy Alhendawy Almahdy (2006) (31), Gill and, S.,Benson, et al (2008) (38), Omar Mohamed Ahmed Awaad (2003) (22), Amer Aly Hussien Alatawy (2007) (6) A strong correlation between the independent variable function of citizenship and the dependent variable improve performance, Citizenship performance welfare contributes to improving organizational effectiveness, There is a link between organizational justice and organizational citizenship behavior, Organizational justice is linked to all of the performance appraisal systems and pay satisfaction.

In the light of the above mentioned the two researcher has established the research problem titled:

The Relationship between Organizational Justice and Organizational Citizenaship Behavior Practice with the sports specialiat in Alexandria University Youth welfare Administrations

The research aim:

The research aims to recognize The Relationship between Organizational Justice and Organizational Citizenaship Behavior Practice with the sports specialiat in Alexandria University Youth welfare Administrations through:

- 1- Identify the dimensions of organizational Justice (distributive justice, procedural justice, fairness, personal transactions)
- 2- Identify the dimensions of organizational citizenship behavior (altruism, kindness and courtesy, sportsmanship, conscience, civilly).
- 3- Determine the relationship between organizational justice and organizational citizenship behaviors

The research procedures:

The method: The discriptive survey

The sample: Total sample research (132) of the total sample of research number (183) representing by departments managers (17), sports specialist in Alexandria University Youth welfare Administrations (115)

Data collection tools:

- A pilot study (Annex 1)
- The scale Scientific Transactions:

First: The scale validity:

A- Coefficient of internal consistency of the scale

**Table (1)
the consistency factor correlation degree phrase total dimension
belonging to n = 26**

Dimensions	The word number	Consistency Coefficient	Dimensions	The word number	Consistency Coefficient	Dimensions	The word number	Consistency Coefficient	Dimensions	The word number	Consistency Coefficient						
The first axis (organizational justice):	1	**, 741	The first axis :(organizational justice):	19	The first axis : (organizational justice)	B - Kindness and civility :	28	**, 700	D-aware conscience. conscience.	42/1	**, 080						
												19/1	**, 747	29	**, 787	42/2	**, 710
												19/2	**, 777	30	**, 700	42/3	**, 707
												19/3	**, 094	31	**, 088	42/4	**, 717
												19/4	**, 700	32	**, 734	42/5	**, 717
												20	**, 777	33	**, 720	42/6	**, 731
												21	**, 718	34	**, 090	42/7	**, 700
												22	**, 097	35	**, 716	42/8	**, 098
												23	**, 777	36	**, 720	42/9	**, 770
												24	**, 734	The second axis (citizenship)			37
A Justice of distributions:	2	**, 709	The second axis (citizenship)	24	**, 770	Sportsmanship	38	**, 700	Civiled behaviour	44/1	**, 740						
												25	**, 707	39	**, 720	44/2	**, 709
												26	**, 097	40	0.726**	44/3	**, 772
												27		41		44/4	**, 713
												27/1	**, 097	41/1	**, 708	44/5	**, 701
												27/2	**, 097	41/2	**, 716		
												27/3	**, 709	41/3	**, 732		
												27/4	**, 777	41/4	**, 086		
												27/5	**, 737	42			
												B-procedural fairness:	3	**, 727	A altruism	24	**, 770
25	**, 707	39	**, 720	44/2	**, 709												
26	**, 097	40	0.726**	44/3	**, 772												
27		41		44/4	**, 713												
27/1	**, 097	41/1	**, 708	44/5	**, 701												
27/2	**, 097	41/2	**, 716														
27/3	**, 709	41/3	**, 732														
27/4	**, 777	41/4	**, 086														
27/5	**, 737	42															

* Significant with 0,05=0,38 ** Significant with 0,01=0,487

Table (2)
internal consistency coefficient correlation dimension degree total
axis n = 26

Axes.	Dimensions	Internal consistency coefficient
The first axis: organizational justice	First dimension: distributive justice	***.748
	Second dimension: procedural justice	***.710
	Third dimension: equitable dealings	***.790
AxisII: organizational citizenship behavior	First dimension: altruism	***.728
	Second dimension: kindness and civility	***.800
	Third dimension: sportsmanship	***.701
	Fourth dimension: consciousness of conscience	***.778
	Fifth dimension: civilly	***.743

* Significant with 0,05=0,532 ** Significant with 0,01=0,661

Table (1,2) clarified an increase in the Coefficient of internal consistency values it was between (**0,576 - **0,734), which indicate to the statements and dimensions validity, the Coefficient of

internal consistency of dimensions was between (**0,648- **0,800), which confirm that The dimensions are closely related with the total number of axes.

Second the stability/ Alpha khronbak stability

Table (3)
alpha khronbak factor for the first and second axle dimensions n= 26

Axes.	Dimensions	alpha khronbak factor	
		For dimensions	The axes
The first axis: organizational justice	First dimension: distributive justice	.708	.779
	Second dimension: procedural justice	.742	
	Third dimension: trading equity	.783	
AxisII: organizational citizenship behavior	First dimension: altruism	.74	.764
	Second dimension: kindness and civility	.739	
	Third dimension: sportsmanship	.794	
	Fourth dimension: consciousness of conscience	.788	
	Fifth dimension: civilly	.733	

illustrated by table (3) high alpha khronbak factor greater than 0.600 which confirms that the dimensions Homogeneous and are conservative

The statistical transactions

We utilized the appropriated transactions for the research nature

The results duscussions:

First: The first axis dimensions results"the organizational justice"

**Table (4)
approval of the first axis dimensions: organizational Justice (first dimension: distributive justice) n = 132**

Statement N	Sports Specialist Group n = 115						Youth welfare departments managersN=12						Total Research Group N=132					
	Yes	fairly	No	Q2	The Mean	The approval rate	Yes	fairly	NO	Q2	The Mean	The approval rate	Yes	fairly	NO	The approval rate	The Mean	Q2 for the two classes approval rate
1	29	5	59	*61,17	1,07	22,17	9	3	2	13,33	2,11	10,25	38	13	11	20,45	1,17	*6,1
2	12	13	7	*29,35	1,14	71,10	11	0	1	*8,92	2,09	17,25	23	18	71	71,20	1,94	*4,17
3	20	5	88	*98,17	1,11	17,97	5	8	2	3,33	2,29	17,17	27	10	9	20,45	1,22	*7,7
4	26	19	2	*17,97	1,12	71,33	3	10	1	*6,17	2,29	17,17	32	29	11	11,52	1,17	1,18
5	28	3	11	*77,00	1,04	21,33	11	1	2	*6,67	2,02	14,33	29	10	13	20,45	1,17	*8,13
6	1	22	92	*118,0	1,11	10,25	12	1	1	*11,11	2,10	18,25	13	26	92	17,17	1,29	*17,19
7	39	31	10	2,04	1,10	71,92	0	10	2	*6,67	2,18	17,00	11	11	17	10,91	1,18	1,12

* q₂ Significant with 0,05=5,99

Shown in the table (4) opposes the sports specialists and departments managers of the youth welfare for the statements number(1,3,5,6) , q₂ value clarified the approval rate for the two classes was between (*6,01 -*17,89) the sports specialists opinions has a low approval rate , was between (*40,29 -52,17 %) , the departments managers opinions has a High approval rate was between(76,47 - 88,24%) That burden and are not distributed equitably functions, Not taking into account the skills and desires of sports specialists, Not to get

incentives and rewards to achieve contentment This is consistent with the results of each study: Shaimaa Mohamed Gaber(2014) (29) , Donia Mohamed Adel (2001) (9) Rabein Hamad Rassoul (2014) (24) Where has proved that the Division of work within the Youth welfare Department University of Alexandria is not justice and equality, Both of Youssif Eid Atteia Bahr, Ayman Soliman Abou Sweirah (2010) (33), Mohamed Ngeib Mahmoud (2004) (16) recommended The necessity of a Material or moral incentives to motivate

athletes specialists work done as efficiently as possible.

The two researchers believe in the light of the statistical results that there is unfairness in distribution of different administrative levels s[prts specialists manage physical activity according to their qualifications and reflected on the nature of their tasks

While the opinions of respondents on the statement (2) by consent (61.45%) for the sports specialists, While the youth welfare departments managers responses by consent (86.27%) q₂ for the approval rate for the two classes was (*4,17) which clarify that There is justice in the distribution of the different

administrative levels athletes specialists according to their qualifications, which was confirmed by both of Mohamed Nageib Sabry (2004) (17) Mahmoud Abdulrahman Ibraheim (2006) (14) , Omar Mohamed Dorrah confirms (2009) that There is a mismatch of the nature, functions and duties of the jobs held with employees qualifications and disciplines licensees. (23:35)

The two researchers believe that Perception and a sense that athletes specialists there is justice in the promotion system followed by the youth welfare departments of the University of Alexandria to affect their behaviours

Table (5)
approval of the first axis dimensions: organizational Justice
(second dimension: procedural justice) n = 132

Statement N	Sports Specialist Group n = 115						Youth welfare departments managers N=17						Total Research Group N=132						q ₂ for the two classes approval rate
	Yes	fairly	No	q ₂	The mean	The approval rate	Yes	fairly	No	Q2	The mean	The approval rate	Yes	fairly	No	The approval rate	The mean		
8	21	23	71	*21,9A	1,70	00,0V	2	7	9	2,30	1,09	02,92	22	29	70	02,8	1,72	0,2	
9	29	8	7	*22,8T	2,2	22,22	12	2	.	*10,70	2,21	22,17	22	22	7	20,27	2,22	2,22	
10	21	20	29	*13,9V	1,21	08,00	2	8	2	2,70	2,29	27,27	28	02	01	7,0,27	1,22	2,28	
11	0	29	81	*28,20	1,22	22,22	2	9	1	*2,12	2,20	28,22	22	28	22	28,22	1,22	*2,28	
12	10	12	92	*13,2V	1,28	22,22	12	2	1	*12,09	2,21	20,2	22	20	22	28,22	1,22	*2,20	
13	8	11	97	*12,2Y	1,22	21,22	8	8	1	0,27	2,21	20,22	12	19	22	22,22	1,22	*2,22	
14	12	21	22	*22,27	1,28	22,28	12	2	1	*11,21	2,20	28,22	22	20	22	22,22	1,22	*2,22	
15	7	20	29	*22,22	1,22	20,01	8	9	.	*8,09	2,22	22,20	12	29	22	20,20	1,01	*2,22	
16	2	22	22	*02,22	1,22	22,20	2	0	10	0,27	1,02	00,28	2	29	22	22,22	1,22	0,2	
17	12	10	27	*28,22	1,22	20,28	10	2	.	*22,21	2,28	22,28	22	12	27	22,22	1,02	*2,22	
18	22	01	27	*22,22	2,2	22,20	1	7	10	*2,18	1,22	22,22	22	02	27	22,22	1,20	2,22	

- Q2 significant WITH 0,05=5,44

Shown in table (5) lack of differences between categories of searches on phrases numbers (8, 9, 10, 16, 18) Where the average College approvals came between (47.73:64.90%) and squared value for percentage of approval categories (0.04:2.86) the absence of a standardized and fair performance evaluation, Failure to follow specific steps to make decisions without bias procedures against decisions, not having the freedom to choose how to implement, as individual replacement policy methodology does not behave elsewhere.

Abdulkarim Saleh Alsokar study (2013) (1) recommend: to Work on laying the foundations for procedural fairness because of procedural justice effect on job performance of employees.

The two researchers believe that it is the functionality of employees within the framework of the rules of procedure and regularity that helps to accomplish a business make career is within assessment. indicated by phrases (11, 12, 13, 14, 15, 17) differing views of the search

categories with approvals for sports specialists between (41.16:49.28%) While the directors approval rate came between (78.43:90.77%) Squared value where it came to the groups between approval percentage (9.28 *: 17.82 *) included the Director's eagerness to show each employee opinion before making decisions,

There is justice in nominating sports specialists for specialists training courses, all proposals are put into consideration the subordinates, the Director explains the decisions and discusses the consequences of those decisions, follow a unified system of sanctions within the work.

Both of Amin Abdul Aziz Hasan (2001)(7), Mohammed Ahmed Yunis study results (2009) (19), Hakem Muhsin Muhammad al-rabeei, haidrhamodi (2009) (10), Gillil & S, Benson (2008) (39) is not confirm that pursuing a policy of reward and punishment on the first stage of the youth welfare departments, Alexandria University(7:77)

The two researchers believe that That sense of fairness

workers depends very much on the ability of managers to achieve the kind of effective communication between them

and professionals through the Director's eagerness to show each employee opinion before making decisions.

Table (6)
consent to terms first axis dimensions: organizational Justice
(third dimension: Justice personal interactions) n = 132

Statement N	Sports Specialist Group n=115						Youth welfare departments managers N=17						Total Research Group N=132						q ₂ for the two classes approval rate
	Yes	fairly	NO	q ₂	The mean	The approval rate	Yes	fairly	NO	q ₂	The mean	The approval rate	Yes	fairly	NO	The approval rate	The mean		
19/1	1V	1V	A1	*11,1*	1,11	1A,1*	A	0	1	1,0*	1,11	11,01	10	1*	A0	01,0*	1,00	*0,7A	
19/2	11	1A	A1	*A1,00	1,10	11,1*	V	A	1	1,10	1,11	11,1V	1A	1*	AA	1A,11	1,1V	*A,1*	
19/3	V	1A	1A	*11A,1*	1,1V	10,01	1	V	1	*1,1*	1,1V	A1,10	1*	1*	11	01,10	1,01	*1,1*	
19/4	1*	11	11	1,1A	1,1	11,1A	10	1	1	*11,1*	1,1A	11,1*	10	10	1*	1V,1*	1,0*	*0,1*	
1*	A	1*	1*	*1,11	1,1A	11,11	1*	1*	1	*11,01	1,11	11,1*	1*	1*	1*	1A,11	1,1*	*1V,0	
11	1*	1*	A*	*1A,0	1,11	1A,1*	11	1*	1	*1A,1V	1,1*	11,1*	1*	1*	A*	01,1*	1,1*	*11,1*	
1*	1*	11	11	1,1A	1,1	11,1A	10	1	1	*11,1*	1,1A	11,1*	10	10	1*	1V,1*	1,0*	0,0V	
1*	1V	10	A*	*1A,1*	1,1*	1V,01	1*	1*	1	*11,01	1,1*	11,1*	1*	1A	A*	01,1*	1,0*	*11,1*	

q₂ significant WITH 0,05=25,44

Illustrated by table (6) moral differences between the responses of all search categories except for ferries ferry (22), where phrases (19/1, 19/2, 19/3, 19/4, 20, 21, 23) approval for sports specialists (42.61:63.48%) and for directors (74.51:98.78%) Q₂value of the groups' approval rate (5.68 *: 17.05 *) included to account manager when making a decision to be discussed with the utmost frankness, taking into consideration personal demands for specialists, treating them with respect and

attention, and help them to perform their work, using a standard policy in dealing with all individuals. While the phrase (22) each agreement describes two categories on the lack of fairness in dealing with complaints and grievances by consent of faculty (49.49%) And KA₂value (0.57) Study results indicate of Podsakoff (2002) (43), Gary Dessler (2005) that the sense of personal trading justice employees due to their confidence in the Commander. (37:529)

The two researcher feel the need to take into account follow the principle of equality in dealing with all sports specialists

Second: results of the second axis dimensions: citizenship behavior

**Table (7)
percentage of approval of the second axis dimensions: citizenship Behavior (first dimension: altruism) n=132**

Statement N	Sports Specialist Group n = 115						Statement N						Sports Specialist Group n = 115						q ₂ for the two classes approval rate
	Yes	FAIRLY	No	q ₁	The mean	The approval rate	Yes	FAIRLY	No	q ₂	The mean	The approval rate	Yes	FAIRLY	No	The approval rate	The mean		
T1	14	18	73	0.11, 0.07	1.48	15.28	12	7	1	0.18, 0.14	1.76	17.17	22	14	64	0.18, 0.14	1.76	0.17...	
T2	20	17	63	0.18, 0.14	1.40	15.89	1	0	1	0.17, 0.14	1.84	17.20	24	0	76	0.17, 0.14	1.84	1.18	
T3	0	21	79	0.00, 0.18	1.42	15.70	0	0	1	0.00, 0.18	1.00	0.00	1	21	78	0.00, 0.18	1.42	0.18	
T4																			
27/1	14	0	86	0.11, 0.00	1.11	0.00	0	0	1	0.11, 0.00	1.11	0.00	20	0	80	0.11, 0.00	1.11	0.00	
27/2	13	0	87	0.11, 0.00	1.08	0.00	0	0	1	0.11, 0.00	1.11	0.00	22	0	78	0.11, 0.00	1.11	0.00	
27/3	13	0	87	0.11, 0.00	1.08	0.00	0	0	1	0.11, 0.00	1.11	0.00	22	0	78	0.11, 0.00	1.11	0.00	
27/4	0	21	79	0.00, 0.18	1.42	15.70	0	0	1	0.00, 0.18	1.00	0.00	1	21	78	0.00, 0.18	1.42	0.18	
27/5	14	0	86	0.11, 0.00	1.11	0.00	0	0	1	0.11, 0.00	1.11	0.00	20	0	80	0.11, 0.00	1.11	0.00	

q 2 significant in .05=5,44

Shown in table (7) moral differences between search categories responses for phrases numbers (24, 27/2, 27/5) where sports specialists' opinions came down by low approval between (49.28:54.49%) High approval rate and the directors between (78.43:91%) That specialist helps athletes each other when performing different jobs, volunteering to help their colleagues in excess burden, subtract an additional functional time outside the formal needs time to work. Yilmaz , K. & Tasdan, M (2008) indicate that altruistic

behavior is intended to help people accomplish tasks within organizational work. (44:108) the two researchers said that citizenship is an optional behaviors of sports specialists, and youth welfare departments managers beyond the officially selected job.

While consensus about phrases (25, 27/1, 27/3) by consent between College Research Group (70.96:71.46%) Indicate non-frequency specialists give colleagues information and experience to business

performance, volunteer to help their colleagues in case of their absence from work, and facilitate new colleagues.

The results of Rajab Hussein Rifai study (2004) (25) confirms that the behavior of altruistic behavior is beyond functional duties and burdens. The two researchers believes that altruism is one of the most important aspects of citizenship for youth welfare departments, University of Alexandria, which has the effect of a positive functional performance.

As the sample agreed search phrases about low numbers (26, 27/4), total research group approval rate came (47.73%) Phrases associated with unwillingness of specialists, athletes to work extra hours voluntarily, not to

participate in solving problems. The results of both of Safaa Mohamed Ammar, Nawal Mahmoud Alnady (2013) (27) confirm that there should be cooperation between the superiors and colleagues and facilitate solve problems and difficulties within the work because it is one of the characteristics of organizational citizenship.

The two researchers believe that the nature of work within the Department of youth and the type of relationships and interactions among sports specialists have a significant role in the success and achievement of objectives within the Department which contributes to increase sports specialists to make a lot of giving and effort

**Table (8)
the approval rate of the second axis dimensions phrases:
citizenship behavior (second dimension: kindness and civility)**

Statement N	Sports Specialist Group n=115					Youth welfare departments managers N=17					Total Research Group N=132					q ₂ for the two classes approval rate	
	Yes	FAIRLY	No	q ₂	The mean	Yes	FAIRLY	No	q ₂	The mean	Yes	FAIRLY	No	The approval rate	The mean		
T _A	22	27	13	0.08, 0.1	1.20	10, 11	13	2	1	0.11, 0.9	1.01	1, 2	20	10	13	0.11, 0.11	1.11
T _B	12	13	5	0.11, 0.1	1.02	11, 11	10	1	1	0.12, 0.1	1.02	1, 1	11	10	11	0.11, 0.11	1.02
T _C	11	12	11	0.08, 0.1	1.11	11, 11	13	2	1	0.11, 0.9	1.01	1, 1	11	10	11	0.11, 0.11	1.11
T _D	11	12	11	0.08, 0.1	1.01	11, 11	11	1	1	0.11, 0.1	1.01	1, 1	11	10	11	0.11, 0.11	1.01
T _E	11	12	11	0.08, 0.1	1.11	11, 11	11	1	1	0.11, 0.1	1.01	1, 1	11	10	11	0.11, 0.11	1.11
T _F	11	12	11	0.08, 0.1	1.11	11, 11	11	1	1	0.11, 0.1	1.01	1, 1	11	10	11	0.11, 0.11	1.11
T _G	11	12	11	0.08, 0.1	1.11	11, 11	11	1	1	0.11, 0.1	1.01	1, 1	11	10	11	0.11, 0.11	1.11

q₂ significant in .,05=5,44

Illustrated by table (8) consensus among respondents about the second dimension expressions involving numbers (28, 29, 30, 32) where q_2 value of approval categories (0.02:2.99) where the focus is more on the positive aspects of the negative aspects, magnified the problems facing the management of sporting activity, the sports specialist tolerates any personal abuse, accepting constructive criticism.

Illustrated by phrases numbers (31, 33) search categories have different views with approval percentage of youth welfare departments managers (78.43,

84.31%) And specialists to deny it (51.3, 54.49% that don't tolerate frustrating situations for employees and preventing goals and nitpick that issued by colleagues

The results of Shaaban Hussein Sisi (2005) (28) study confirm that individual skill from carrying positions without complaint leads to focus on colleagues and leaders achieve goals. The two researchers believe that the desire of sports specialists in tolerance and their ability to handle problems and overcome difficult tasks contributes to the development of performance and organizational effectiveness.

Table (9)
approval of the second axis dimensions: the third dimension:
sportsmanship n = 132

Statement N	Sports Specialist Group n = 115						Youth welfare departments managers N=17						Total Research Group N=132						
	Yes	FAIRLY	No	q_2	The mean	The approval rate	Yes	FAIRLY	No	q_2	The mean	The approval rate	Yes	FAIRLY	No	The approval rate	The mean	q_2 for the two classes approval rate	
F1	14	78	8	0.05,10	1.87	71,33	1	0	1	0.05,10	1.87	71,33	14	78	8	0.05,10	1.87	71,33	0.05,10
F2	0	11	14	0.05,10	1.87	71,33	14	1	1	0.05,10	1.87	71,33	14	11	14	0.05,10	1.87	71,33	0.05,10
F3	88	8	4	0.05,10	1.87	71,33	17	0	1	0.05,10	1.87	71,33	88	8	4	0.05,10	1.87	71,33	0.05,10
F4	11	78	11	0.05,10	1.87	71,33	14	1	1	0.05,10	1.87	71,33	11	78	11	0.05,10	1.87	71,33	0.05,10
F5	10	71	14	0.05,10	1.87	71,33	14	0	1	0.05,10	1.87	71,33	10	71	14	0.05,10	1.87	71,33	0.05,10
F6	11	8	14	0.05,10	1.87	71,33	14	1	1	0.05,10	1.87	71,33	11	8	14	0.05,10	1.87	71,33	0.05,10
F7	14	8	14	0.05,10	1.87	71,33	14	1	1	0.05,10	1.87	71,33	14	8	14	0.05,10	1.87	71,33	0.05,10
F8	14	8	14	0.05,10	1.87	71,33	14	1	1	0.05,10	1.87	71,33	14	8	14	0.05,10	1.87	71,33	0.05,10
F9	14	8	14	0.05,10	1.87	71,33	14	1	1	0.05,10	1.87	71,33	14	8	14	0.05,10	1.87	71,33	0.05,10
F10	14	8	14	0.05,10	1.87	71,33	14	1	1	0.05,10	1.87	71,33	14	8	14	0.05,10	1.87	71,33	0.05,10
F11																			
41/1	10	71	14	0.05,10	1.87	71,33	14	1	1	0.05,10	1.87	71,33	10	71	14	0.05,10	1.87	71,33	0.05,10
41/2	11	78	11	0.05,10	1.87	71,33	14	1	1	0.05,10	1.87	71,33	11	78	11	0.05,10	1.87	71,33	0.05,10
41/3	11	78	11	0.05,10	1.87	71,33	14	1	1	0.05,10	1.87	71,33	11	78	11	0.05,10	1.87	71,33	0.05,10
41/4	14	8	14	0.05,10	1.87	71,33	14	1	1	0.05,10	1.87	71,33	14	8	14	0.05,10	1.87	71,33	0.05,10
41/5	14	8	14	0.05,10	1.87	71,33	14	1	1	0.05,10	1.87	71,33	14	8	14	0.05,10	1.87	71,33	0.05,10

- q_2 significant WITH 0,05= 5,9

Illustrated by table (9) search sample consensus on phrases numbers (41/1, 41/2, 14/4) where squared value of approval categories (3.13:5.02) by consent of medium ranged between College Research Group (63.89:69.19%) There are fairly consultation between specialists, , sports activity Manager is keen not to youth welfare University of Alexandria to encourage specialists, athletes on entrepreneurship and creativity within work enough to not discuss ideas and proposals from all professionals athletes, professional sports are not appreciated for its contributions in continuous ALaa Alsayed (2010) indicates that we need to demonstrate the ability of the Administration to encourage creators and provide an appropriate environment to work better. (4:109) the two researchers stress the need to create awareness and awareness of sports specialists, of the matrix citizenship by encouraging its practice to discuss all ideas and proposals issued by specialists. The research sample agreed on phrases of numbers (35, 36, 38,

39, 40) where Q2 value of approval categories ranged between (0.00:1.6) refers to try to develop athletes specialists working performance rates that serve the achievement of objectives, volunteer in providing solutions to the problems facing the Department of sports activity, their eagerness to optimal use of labour resources.

Mohammed Jalal Soliman (2001) (20), Yilmaz, K. & Tasdan, M, (2008) indicate that we need to avoid problems associated with work and initiative to provide innovative solutions. (44:112).

While the phrases numbers (37, 41/3) where Q2 value of approval categories (9.77 *: 13.00 *) by specialist consent athletes (47.83:51.3%) And the percentage of approval of Directors (88.24:9.02%) Refer to the sports specialist frequency any action that contributes to improving the image of the work, not to give them a space of freedom in performing their Rajab Hussein Rifai (2004) (25) assured: to build a climate of mutual trust with employees by giving them a space of freedom to perform their duties

Table (10)
approval of the second axis dimensions: the fourth dimension:
conscience awareness n = 132

Statement N	Sports Specialist Group n = 115						Youth welfaredepartments managersN=17						Total Research Group N=132						for the two classes approval rate
	Yes	FAIRLY	No	q ₂	The mean	The approval rate	Yes	FAIRLY	No	q ₂	The mean	The approval rate	Yes	FAIRLY	No	The approval rate*	The mean		
1/1T																			
2/1T	74	41	-	0.91,2	7,74	AA,1T	5	Y	1	0.71,2	7,14	AT,20	AT	EA	1	0.97,2	7,74	1,15	
3/1T	4	75	5	0.12,44	7,75	00,50	A	Y	Y	7,50	7,50	VA,1T	EA	YT	11	0.12,44	7,75	1,10	
4/1T	95	11	A	0.93,7	7,95	AT,1Y	A	A	1	0.95	7,95	A,75	1,4	15	5	0.12,44	7,95	1,10	
5/1T	AV	15	1T	0.91,64	7,50	AA,11	Y	A	Y	7,50	7,55	05,1Y	14	14	14	0.91,64	7,51	1,10	
6/1T	91	1A	3	0.91,11	7,91	AT,7	1, 7	1	1	0.91,11	7,91	AT,71	1,1	14	Y	0.91,11	7,91	1,10	
7/1T	4T	75	Y	0.14,53	7,7	05,11	1T	4	1	0.11,11	7,70	AA,14	04	Y,	A	0.14,53	7,70	1,10	
8/1T	1,1	11	7	0.104,0	7,10	00,1Y	1, 0	Y	Y	0,75	7,15	AT,20	111	11	0	0.104,0	7,10	1,10	
9/1T	14	AV	5	0.93,5A	7,14	05,0Y	1, 7	1	1	0.91,11	7,91	AT,71	15	1T	1, 1	0.91,11	7,91	1,10	
10/1T	15	AV	1T	0.91,64	7,15	05,1T	5	7	Y	1,20	7,15	A,75	70	1T	14	0.91,64	7,15	1,10	
11/1T	11	7T	A1	0.92,11	7,11	15,1A	Y	7	4	1,11	7,11	05,00	1A	14	00	0.92,11	7,11	0,05	
12/1T	14	1A	1A	0.93,1	7,14	A1,10	5	7	Y	1,20	7,14	A,75	1A	14	7, 1	0.93,1	7,14	1,10	
13/1T	17	0Y	15	0.91,1	7,17	05,11	7	5	Y	1,20	7,17	05,01	1A	A1	1A	0.91,1	7,17	1,10	

• q₂ significant WITH 0,05= 5,99

Illustrated by table (10) there is no moral difference between search phrases categories responses (42/1:42/7, 42/11) and approval of the Faculty ranged between (76.01:95.44%) Which indicates a keen sports specialists follow the regulations and norms, spend most of the working hours in the functional duties, abide by the dates of attendance, precision work, identifying work problems with all

sincerity and honesty, commitment to ethics.

The results of Mohamed Galal Suliman (2001) (20) study confirm the individual conscience awareness beyond the official role and requirements such as unpaid overtime work, strictly follow the regulations. The two researchers due to feeling all sports specialists and sports activity management managers organizational justice is

reflected on the exercise of citizenship behavior.

While there was consensus among respondents with an average rate of about phrases (42/8, 9/42, 43) by consent of faculty ranged between (64.14:71.46%) Not enough athletes specialists keen to achieve objectivity in

identifying problems, lack of all the facts to make a decision within the work.

Sherifa Fadel Muhammad study (2014) (30) recommended that the importance of behaviors affect heads values of loyalty and citizenship of employees through powerless their career

Table (11)
ratio of approval to the second axis dimensions phrases: the fourth dimension: civilly n = 132

Statement N	Sports Specialist Group n = 115						Youth welfare departments managers N=17						Total Research Group N=132					
	Yes	FAIRLY	No	q ₂	The mean	The approval rate	Yes	FAIRLY	No	q ₂	The mean	The approval rate	Yes	FAIRLY	No	The approval rate #	The mean	the two classes approval rate
1/44	24	50	21	0.43,55	2.27	58,54	4	5	3	0.24	2.24	51,47	27	51	21	55,40	2.1	..54
2/44	22	55	15	0.41,37	2.25	56,52	3	4	1	0.11,41	2,50	66,67	20	46	14	51,51	2,34	2,47
3/44	20	30	40	0.37,49	1,87	42,57	4	3	3	0.24	2,24	51,47	22	33	47	44,74	1,77	0,21
4/44	15	22	19	0.31,38	2,20	50,45	1	0	2	0,06	2,47	47,06	05	07	14	15,15	1,78	..24
5/44	27	38	15	0.39,36	2,30	51,35	11	0	1	0,06	2,04	43,75	28	42	11	57,58	2,1	1,27

- q₂ significant WITH 0,05= 5,99

Shown in table (15) search sample consensus on phrases numbers (44/1, 44/2, 44/4, 44/5) by consent of faculty ranged between (69.95:76.01%) To ensure that the sports specialists consult with each other in case of taking any decision, following

all the activities carried out by the Department of sport activity, the commitment to attend official meetings and symposia proposals which in turn contributes to the development of work methods. Buk Hari (2008) mentioned that civility is one of

citizenship, which is one of the characteristics of the informal meetings and seminars. (36:107)

The two researchers believe that civility is the specialist attention athletes exchanged views with colleagues and consulted in case of decision-making.

While the search categories had divergent views about the term (44/3) were the youth welfare departments managers approval percentage (76.47%) , While the opinions of sports specialists, (50.72%) ka2 to the approval categories (5.21) not keen to attend events and athletes specialists seminars informal sports activity management Yilmaz, K. M, Tasdan &, (2008) indicated that the importance of constructive participation and contribution to attend meetings and seminars. (44:120)

The two researchers believe that the degree of integration of sports specialists in action a moral effect on the degree of job performance, the individual's sense of justice contribute to high organizational citizenship behaviors.

Table (12)
correlations between organizational justice and citizenship for
youth welfare departments athletes Alexandria University n = 132

Correlation coefficients		Organizational citizenship behavior					
		First dimension: altruism	Second dimension: kindness and civility	Third dimension: sportsmanship	Fourth dimension: Consciousness of conscience	Fifth dimension: civility	Total axis 2: Organizational citizenship behavior
Organizational Justice	First dimension: distributive justice	** .420	** .419	** .037	** .487	** .227	** .487
	Second dimension: procedural justice	** .091	** .020	** .117	** .367	** .400	** .740
	Third dimension: interactive justice	** .000	** .414	** .116	* .221	** .303	** .712
	Total axis 1: organizational justice	** .070	** .021	.130	** .410	** .343	** .728

**"r" value significant with $0,01=0,228$

* Significant with $0,05=0,174$

Illustrated by table (12) there is a direct correlation between the moral dimensions of organizational justice and citizenship behavior dimensions where the value of the correlation coefficient between them (0.628), in the light of the above it is clear that the order of organizational justice dimensions according to the degree of organizational citizenship behavior link is as follows first procedural justice correlation (0.640), II interactive justice total correlation (0.612), III distributive justice attained (0.483)

The results of a study confirm Adel Mohammed Zayed (2000) (2) that there is a positive relationship between

organizational justice and organizational citizenship behavior components. The two researchers confirm that the organizational citizenship behavior demand a lot of public organizations and private sports organizations because of the positive effects that improve performance and increase effectiveness

The results:

The first axis of organizational justice:

-The functional tasks are not distributed equitably among the sports specialists

-No sense of Justice in the promotion system approach to managing youth sports activity sponsored by the University of Alexandria.

- Not having enough freedom for the sports specialists to

choose the manner of implementation of the work assigned to them

Axis II: citizenship behavior:

1. The unwillingness of specialists, athletes to work extra hours voluntarily.

2. No keen Director of sports activity sponsored by the Alexandria University youth welfare to encourage athletes specialists on entrepreneurship and creativity in work.

3. Not to give sports specialists space of freedom in performing their business the way they see it.

4. Not to keen on sports specialists acknowledge any mistake they may have.

5. Not to keen sports specialists in the sports activity management specialists to attend meetings and seminars informal sports activity management.

Recommendations:

1. The need to develop and increase the awareness of managers managing physical activity youth welfare departments of the three types of organizational Justice (distributive, procedural, dealing) reflected positively on the performance of specialists and practitioners affect their

behavior and their ability to complete the work assigned to them

2. The importance of achieving justice and equality in the distribution business and burdens, rewards and incentives because of its positive impact on achieving contentment and satisfaction than specialist urges specialists to perform their tasks effectively with youth welfare departments, University of Alexandria

3. The need for training courses for various levels of management to realize citizenship and its role in supporting organizational justice

4. Encourage innovative proposals for the first stage of the initiative and voluntary behaviors which help develop..

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