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## The morale of disabled players and its relationship with some variables

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DOI:

[https://doi.org/10.37359/JOPE.V36\(4\)2024.2164](https://doi.org/10.37359/JOPE.V36(4)2024.2164)

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**Article history:** Received 1/ June/2024 Accepted 8/ August /2024 Available online 28/ December /2024

### **Abstract:**

This research aimed at detecting to morale level of disabled players as well as knowing the differences in degree of morale and influence of experience, educational achievement and age on it. The researcher used the descriptive method according to the case study method in addition to the morale scale prepared by the researcher after ensuring validity, reliability, and objectivity of this scale. The subjects were (25) players from Anbar Governorate teams who participated in tournaments for 2022-2023 season. The researcher concluded that level morale of the players was low, in addition that there was no effect of educational attainment, experience, and age on the level of morale. Finally, the researcher stressed the necessity to pay attention the humanitarian, social, as well as technical and administrative aspects of clubs and federations in addition to spreading familiarity, love and affection among players and encouraging team play.

**Keywords:** morale, players with disabilities.

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## Introduction

In the past, the disabled suffered from isolation and introversion, which negatively affected their behavior. However, some of them were able to eliminate this negative feeling and break down the walls of isolation and were able to take a leading position in human history and sports history. The evidence for this is the achievements of the disabled sports champions who gained the admiration and appreciation of everyone.

The achievements of disabled players require all researchers and specialists in physical education and sports sciences to continue to provide scientific research to contribute to raising the level of these players as well as developing their physical, skill and psychological abilities. Most studies confirm that morale is one of the psychological factors that contribute to a team's success in achieving victory. The higher the morale of the players, the greater their ability to achieve victory. However, if morale decreases, this leads to a decrease in the physical and skill level of the players during competitions, which causes their efforts to be wasted and their failure to achieve victory.

Morale has many concepts according to the opinions of researchers and specialists. Some researchers define it as the quality and level of the psychological state that a person feels in different situations (Al-Tamimi, 2002, p.258), While another researcher defines it as the prevailing spirit among employees, which is characterized by confidence in the institution in which they work as well as in the work group and in appreciation of the role of each person in this institution(Al-Dulaimi, 1988, p.133).

There are many factors that affect people's morale and lead to its rise or fall. These factors depend on the extent to which these people are able to satisfy their psychological needs such as psychological security, belonging to the group, appreciation and encouragement, success and growth, and achieving social status (Al-Shaibani, 1992, p. 152).

From the above, the researcher concludes that morale is an integrated image of the type of human relationship that connects the player with his teammates. It is also the product of the feelings, emotions and tendencies that control the players' actions and help them to bear the pressure of matches and resist the challenges they face during competitions with all courage and strength.

The factors that affect morale are many and difficult to identify, but the researcher chose a group of these factors that were mentioned in various studies and formed the areas of the questionnaire that the researcher used, as follows:

-The field of social and human relations

It means the methods of dealing adopted by the management of the union or club, through which it works to establish good relations with the players, as well as to seek to satisfy and develop the needs of these players, as well as to identify the problems of the players and encourage them to communicate with them within the framework of mutual respect and good treatment.

-The field of status and appreciation

It means that players feel pride and self-esteem in front of the management of the federation or club they play for, through the respect of this federation or club for their opinions, ideas and suggestions.

-Self-confidence area

It means the players' ability to exert all their efforts to achieve the team's goals of winning and obtaining championships, with these players believing in their capabilities and ability to achieve that.

-The field of loyalty and belonging to the team

It means the players' feeling of belonging and loyalty to the team they play for.

The importance of this research lies in revealing level morale among disabled players who represent teams Anbar Governorate and studying its factors and dimensions to provide ideal atmosphere that helps raise the level morale of these players and then raise level these teams and achieve accomplishments.

The research problem was represented in the problems and obstacles suffered by the teams of Anbar Governorate for the disabled, which the researcher observed in the field, as the variable of morale is a psychological variable subject to direct observation and which can be observed and measured through its effects (Al-Harbi, 2005), and these problems and obstacles negatively affected the behavior of many players who were complaining during training sessions or competitions. Therefore, the

researcher studied this topic because it is considered a big and real problem that can negatively affect the development of the level of these teams.

The objectives of this research to reveal the level morale among the players of the Anbar Governorate teams for disabled, in addition to identifying the effect of age, experience and academic achievement on level morale of these players.

Previous studies related to this research are represented by the study (Jawarneh et al., 2011) which was conducted in Zarqa Governorate / Hashemite Kingdom of Jordan and aimed to reveal the level of morale among primary school teachers in Zarqa Governorate in addition to identifying the effect of gender, specialization, academic achievement and experience on the level of morale among these teachers. The research sample included 154 teachers, and the study concluded that the level of morale was low in addition to the effect of specialization and experience and the absence of an effect of gender and academic achievement on the level of morale of these teachers. As for the study (Mohammed, 2012), it aimed to: identify the level of morale among teachers in some Algerian universities in addition to knowing the statistical differences between these teachers. The study sample consisted of 320 teachers and the study concluded that the level of morale was moderate and there were statistical differences in the level of morale in favor of teachers at the University of Oran. As for the study (Saheb et al., 2016) aimed to: identify the method of raising the level of morale among Iraqi knights. The research sample consisted of 23 Iraqi knights and participants in Arab and international championships. The study concluded that material and moral incentives and rewards are among the most important methods of raising the level of morale among these knights.

## **Method and tools**

The researcher used descriptive approach using case study method because this method is compatible with this research and can achieve its objectives and answer its questions, The research sample included all players of the Anbar Governorate teams for disabled in the sports of weightlifting, athletics, table tennis, darts and fencing. Their number was (25) players, as explains in Table (1); in order to achieve the objectives of this research, the researcher designed a morale questionnaire after reviewing many researches and studies related to morale. After that, the researcher formulated (40) paragraphs distributed in to (4) fields, with (10) paragraphs for each field, the researcher presented these fields and paragraphs to some experts, as explains in Appendix (1), to judge their validity and to choose the appreciation ladder who is suitable for this questionnaire after the researcher chose the five-point appreciation ladder. All experts agreed on the validity and sufficiency of the four fields. As for the paragraphs, some paragraphs were deleted and modified, and some paragraphs were merged based on experts' opinion, so that the final number of paragraphs would be (36) paragraphs, all experts also agreed to choose the five-point appreciation ladder. After that, the (36) paragraphs were entered in the form of

a questionnaire and distributed to a limited number of sample members, numbering (12) players who were chosen randomly. The process of designing the questionnaire and distributing it to sample members

took a period of two months. After sorting the sample's answers, the researcher applied the discriminating power law and excluded the paragraphs whose discriminating power was less than (40%), and their number was only (4) paragraphs. After that, the researcher applied the difficulty level law and excluded only one paragraph whose difficulty level was higher than (80%). To verify the validity of this questionnaire, the researcher presented the questionnaire to experts, and all of these experts agreed that this questionnaire was suitable for application. In addition, the researcher kept only the paragraphs that received the experts' approval by 80% or more, and these percentages are sufficient indicators to indicate this questionnaire has apparent validity. To ensure the stability of this questionnaire, the researcher used the law of division into two halves. The researcher also calculated the stability coefficient using the (Siberman-Brown) correlation coefficient law, and the correlation coefficient was equal to (0.87). When compared to the tabular value and below the level of (0.01) corresponding to the degree of freedom (10), which is equal to (0.746), we find that the test is stable and has a high moral significance. After conducting the previous statistical operations, the morale questionnaire became ready for application in its final form, consisting of (31) paragraphs, as explains in Appendix (2). To know the level of morale among the research sample, the researcher calculated the highest score for the questionnaire, which is (155), and lowest score, which is (31). After that, the researcher determined (5) standard levels for morale, which are (very good, good, average, below average, weak), as explains in Table (2) (4)

Table (1) explains the names of the teams, the number of players, and the type of sport

Number of players	The team	Seq
11	Athletics	1
6	weightlifting	2
3	table tennis	3
3	Throwing darts	4
2	fencing	5
25	Total	

Table (2) explains the arithmetic mean limits for questionnaire scores and standard levels the research sample

Seq	Arithmetic mean limits	Standard levels
1	55 — 31	weak
2	80 — 56	below average
3	81 — 105	average
4	106 — 130	good
5	155 — -131	very good

### The results

To answer the question (What is the level of morale among the players of the Anbar Governorate teams for the disabled?), the researcher calculated the score of each player through his answer to the morale questionnaire. After that, the researcher analyzed the players' scores, where it became clear that the percentage of players within the level (good) and up to the level (very good) is (40%) of the research sample, and the percentage of players within the level (average) and down to the level (weak) reached (60%) of the research sample, which is more than half. This indicates a low level of morale among most members of the research sample, as explains in Table (3).(5)

Table (3) It explains the results of the research sample levels

Seq	The level	Number of research sample members	Percent
1	very good	3	12%
2	good	7	28%
3	average	9	36%
4	below average	4	16%
5	weak	2	8%
Total		25	100%

To identify the most important factors that led to the low level of morale among the research sample members, the researcher analyzed the questionnaire paragraphs and calculated the weighted average and percentage weight for each paragraph, And discussing the paragraphs that received a weighted average less than the theoretical average, which is equal to (3), and a percentage weight less than the theoretical average, which is (60%), which contributed to lowering the level of morale among most of the research sample members, as shown in Table (4). Discussing the paragraphs that received a weighted average less than the theoretical average, which is equal to (3), and a percentage weight less than the theoretical average, which is (60%), which contributed to lowering the level of morale among most of the research sample members, as explains in Table (4). It was found that there were (7) paragraphs that obtained a weighted average and a percentage weight less than the theoretical average, which are: Paragraph (2) (I

feel safe and stable with my team), paragraph (4) (I feel that my financial income is good), paragraph (15) (I see that the social status of disabled sports is good), paragraph (17) (Training curricula for disabled sports meet the desires and capabilities of the players), paragraph (18) (The policy dealing followed by the club I play for is consistent with my personal convictions), paragraph (26) (I feel that the club's management gives me opportunities for excellence and creativity), and paragraph (29) (I look optimistically at my sporting future), all of the previous paragraphs fall within the material dimension and the internal and external work environment. The researcher believes that the reason for this is the feeling of most members of the research sample that the financial incentives and rewards (Issa et al., 2024)

offered to them by the administrations of clubs or federations do not meet their ambitions or living needs, it is also not at the level of effort they put in during training or matches, this also affected their social

status compared to their peers in other sports teams without disabilities, in addition, the internal and external work environment, whether for the club or the federation, and the prevailing unipositive climate, had significant negative impact on the motivation and enthusiasm of the players, which led to a decrease in their general level of morale, (Kazar & Kazim, 2020) This is what has been confirmed by most studies and research, which have indicated that the most important factors that directly affect raising or lowering the level of morale of people working in any institution are salaries, wages, material and moral rewards, working conditions and requirements, and management's efficiency and trust in the institution's workers (Hanafi, 2005, p. 122). -125). (6)

Table (4) The weighted mean and percentage weight for each paragraph of the morale questionnaire

Seq	paragraph	weighted mean	centennial weight
1	I feel like I'm playing with friends on the team	3.24	64.8%
2	I feel safe and stable with my team	2.24	44.8%
3	I feel excited during the matches	3.11	62.2%
4	My financial income is good	2.12	42.4%
5	The coach raises my skill and physical level	3.88	77.6%
6	I feel like I belong to my team	4.32	86.4%
7	I feel a sense of collaboration with my coaches and teammates	4.08	81.6%
8	My relationship with the coach and players is built on mutual respect	3.72	74.4%
9	I accept the coach's criticism of me with open chest	4.16	83.2%



10	I help my teammates solve their personal problems	3.96	79.2%
11	Sports disabled are a sacred and noble message	3.24	64.8%
12	I am committed to implementing the regulations and laws in force within the club and the federation	4.76	95.2%
13	I take full responsibility within the team	4.80	96%
14	I find pleasure in playing matches with my team	3.28	65.6%
15	I feel that the social status of athletes with disabilities is good	2.40	48.4%
16	Practicing this game gives me self-confidence and self-affirmation	4.24	84.8%
17	I believe that the training curricula for disabled sports are compatible with the desires and abilities of the players	2.82	56.4%
18	The club's policies align with my personal convictions	2.18	43.6%
19	I come to training on time	3	60%
20	I make in a lot of effort during the training	3.96	79.2%
21	I attend team training regularly without any absences	4	80%
22	I feel proud and honored to be one of the players in this team	3.08	61.6%
23	I prefer my current team over other teams	3.60	72%
24	I don't feel remorse for being disabled	4.16	83.2%
25	I feel that playing sports does not affect my health	3.72	74.4%
26	The club management gives me opportunities to excel and be creative	2.24	44.8%
27	I deal with society with great openness	4.28	85.6%
28	When I don't attend training, I miss my teammates	3.72	74.4%

29	I look optimistically at my sporting future	2.33	46.6%
30	I never think about leaving the team	3.24	64.8%
31	I feel like I'm an important player on the team	4.32	84.4%

To answer the second question: (Are there statistically significant differences between the research sample members in terms of the level of morale due to age, experience, and academic achievement?), the researcher used the law of analysis of variance and extracted the calculated (F) value and compared it with the tabular (F) value, as explains in Tables (5), (6), (7), (8), (9), (10).

Table (5) Ages, percent and arithmetic mean for all members of the research sample

Ages	Player numbers	Percent	Arithmetic mean
25 years and under	8	32%	118.64
26 – 40 years	13	52%	108.11
41 years and over	4	16%	105

Table (6) Analysis of variance, calculated and tabulated (F) value, and significance of differences for the age variable

The type of differences for age variable	(F) value		Mean squares	Degree of freedom	sum of squares	Source of variance
	tabulated	calculated				
Not influential	3.44	1.39	401284.06	2	802568.12	Between groups
			288045.03	22	6336990.84	inside groups
				24	7139558.96	Total

Table (7) Number of years' experience, percent and arithmetic mean for all members of the research sample

Number of years' experience	Player numbers	Percent	Arithmetic mean
3 years and under	7	28%	118.6
4 – 6 years	14	56%	108.1
7 years and over	4	16%	104.8

Table (8) Analysis of variance, calculated and tabulated (F) value, and significance of differences for number of years' experience

The type of differences for age variable	(F) value		Mean squares	Degree of freedom	sum of squares	Source of variance
	tabulated	calculated				
Not influential	3.44	2.04	778.43	2	1556.86	Between groups
			380.4	22	8369.1	inside groups
				24	9925.96	Total

Table (9) Academic achievement, player numbers, percent and arithmetic mean for all members of the research sample

Academic achievement	Player numbers	Percent	Arithmetic mean
Bachelor	5	20%	116
Diploma	9	36%	109.7
Preparatory	11	44%	112.53

Table (10) Analysis of variance, calculated and tabulated (F) value, and significance of differences for academic achievement

The type of differences for age variable	(F) value		Mean squares	Degree of freedom	sum of squares	Source of variance
	tabulated	calculated				
Not influential	3.44	2.04	144.42	2	288.84	Between groups
			454.31	22	9995	inside groups
				24	10283.84	Total

The tables (5), (6), (7), (8), (9) and (10) indicate that there are no statistically significant differences between the research sample members. This indicates that the variables of age, experience and academic achievement do not affect the level of morale. The researcher believes that the reason for this is the similarity of the circumstances surrounding the players, whether inside or outside the club, in addition to the similarity of administrative methods in clubs and sports federations, as most of them do not create a positive atmosphere that encourages players to increase their giving and enthusiasm during competitions. In addition, the financial policies followed in most clubs and sports federations for the disabled do not meet the needs of the players. In addition, the low salaries and financial rewards have led most players in Anbar Governorate's teams for the disabled to feel frustrated, in addition to their feeling of low social status compared to other non-disabled players.(Kadhim et al., 2021)

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## **Conclusions**

- The percentage of the research sample members within the level (good) to the level (very good) was (40%), which is less than half, and the percentage of the research sample members within the level (average) to the level (weak) was (60%), which is more than half, and these percentages indicate a low level of morale among most players of the Anbar Governorate teams for the disabled.
- There are no statistically significant differences between the players of the Anbar Governorate teams for the disabled in the level of morale, and this indicates that the variables of age, experience and academic achievement do not affect the level of morale among the players of the Anbar Governorate teams for the disabled.

## **Recommendations**

- Reconsider the levels of salaries and financial rewards for members of the research sample and make them equal to the players of other teams.
- Attention to the human and social aspects in addition to the technical and administrative aspects in the clubs and federations to which the research sample members belong.
- Club and federation administrations should provide an atmosphere of familiarity and affection among the members of the research sample by encouraging play in a team spirit.
- The need to conduct more studies and research on the level of morale among players of disabled teams and to select other samples and other variables.

### Extensions

Names of the experts who evaluated the morale questionnaire

Seq	Name of expert	Workplace
1	Prof. Dr. Salih Shafi Sajet	University of Anbar / College of Physical Education and Sports Sciences
2	Prof. Dr. Saad Munim Al-Shaikhli	University of Baghdad / Student Activities Department
3	Prof. Dr. Fatima eabd Maleh	University of Baghdad / College of Physical Education and Sports Sciences for Girls
4	Prof. Dr. Mohamed Abdel Wahab Hussein	University of Basra / College of Physical Education and Sports Sciences
5	Prof. Dr. Wissam Falah Attia	University of Basra / College of Physical Education and Sports Sciences

Final version of the morale questionnaire for disabled players

Seq	paragraph	Totally agree	Agree	Neutral	Disagree	Totally disagree
1	I feel like I'm playing with friends on the team					
2	I feel safe and stable with my team					
3	I feel excited during the matches					
4	My financial income is good					
5	The coach raises my skill and physical level					

6	I feel like I belong to my team					
7	I feel a sense of collaboration with my coaches and teammates					
8	My relationship with the coach and players is built on mutual respect					
9	I accept the coach's criticism of me with open chest					
10	I help my teammates solve their personal problems					
11	Sports disabled are a sacred and noble message					
12	I am committed to implementing the regulations and laws in force within the club and the federation					
13	I take full responsibility within the team					
14	I find pleasure in playing matches with my team					
15	I feel that the social status of athletes with disabilities is good					
16	Practicing this game gives me self-confidence and self-affirmation					
17	I believe that the training curricula for disabled sports are compatible with the desires and abilities of the players					
18	The club's policies align with my personal convictions					
19	I come to training on time					



20	I make in a lot of effort during the training					
21	I attend team training regularly without any absences					
22	I feel proud and honored to be one of the players in this team					
23	I prefer my current team over other teams					
24	I don't feel remorse for being disabled					
25	I feel that playing sports does not affect my health					
26	The club management gives me opportunities to excel and be creative					
27	I deal with society with great openness					
28	When I don't attend training, I miss my teammates					
29	I look optimistically at my sporting future					
30	I never think about leaving the team					
31	I feel like I'm an important player on the team					

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