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E-Management And Its Role In Administrative Work In The Central Unions In Iraq

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Abstract

Electronic management represents an integrated administrative system designed to shift organizational work from conventional manual procedures to technology-based management through the use of computers, information systems, communication networks, and digital data-processing tools. In the context of sports organizations, electronic management is not limited to accelerating routine administrative tasks, but also plays an important role in supporting decision-making, improving communication, increasing transparency, and strengthening accountability. For central sports federations, the implementation of electronic management is expected to reduce procedural inefficiencies, minimize dependence on intermediaries, and improve the quality and speed of administrative services delivered within the organization. This study was conducted to examine the role of electronic management in administrative work within central federations in Iraq. Specifically, the study aimed to develop a measurement scale for electronic management and to identify its level and contribution to administrative work in Iraqi central federations. A descriptive research design with a survey method was employed, as it was considered the most suitable approach for addressing the objectives of the study. The research population consisted of 264 members drawn from 40 Olympic and Paralympic central sports federations in Iraq. From this population, 14 members were involved in the exploratory study, 130 in the scale-construction phase, and 120 in the main application sample. To collect the data, the researchers relied on a combination of Arabic and foreign references, personal interviews, direct observation, an electronic management scale, and statistical analysis using SPSS. The findings showed that electronic management has a meaningful role in strengthening administrative work in central federations. It contributes to better delegation of authority, broader participation in decision-making, and stronger trust between federation leaders and members. The results also indicated that federation members generally possess a good level of basic information knowledge, electronic culture, and information-related skills. Based on these findings, the study recommends sustaining and expanding the implementation of electronic management, increasing training in its major domains, and reinforcing institutional trust to support more effective and adaptive administrative performance in Iraqi central federations.

Keywords: Electronic Management; Administrative Work; Sports Federations; Iraq

1-1- Introduction and importance of the research:

Management is defined as the process of achieving predetermined goals through the efficient and optimal utilization of available resources, following a specific approach and within a defined environment. It is considered a branch of the social sciences and involves a set of interrelated functions, including planning, organizing, coordinating, directing, and controlling human and material resources in order to achieve the best possible results in the shortest time and at the lowest cost.

The contemporary era is characterized by rapid and continuous advancements in information and communication technology, accompanied by increased competition and limited resources. These developments have imposed new demands on management, requiring greater reliance on modern technologies to achieve organizational objectives and ensure sustainability. Consequently, this situation calls for a fundamental shift in traditional concepts related to administrative work and institutional management.

Electronic management represents an integrated electronic system that seeks to convert conventional administrative practices from manual procedures into electronic ones through the use of computers and advanced information systems. These systems support administrative decision-making by providing accurate information in the shortest possible time and at minimal cost. Electronic management encompasses both internal and external communications within federations and aims to enhance transparency and accountability, thereby improving administrative performance in central federations.

Furthermore, electronic management involves the utilization of various information technologies, including communication networks, fax machines, computers, and wired and wireless data-entry devices, to facilitate daily administrative operations. The significance of this research stems from the fact that electronic management can bring about a qualitative transformation in the functions of federations by promoting transparency, reducing intermediaries, and limiting corruption and bribery. It also enables close monitoring of departments and organizational units, contributes to the delivery of higher-quality services, clarifies future strategic visions, and supports their effective and comprehensive implementation.

1-2 Research problem: The research problem lies in answering the following question:

- What is the role of e-administration in improving administrative work in central unions?

1-3 Research objectives:

1- numbersThe scale of electronic administration and its role in improving administrative work in central unions.
2- Preparing the administrative work scale in the central unions.
3- RecognitionOn both scales.

1-4 Research areas:

1-4-1 Human domain: Administrators in central unions

1-4-2 Time frame: (5/1/20**24) to (5/7/2025)**

1-4-3 Spatial Domain:Central Federation Headquarters

1-5 Terminology

1-5-1Electronic management Electronic Management: It is the administrative process based on the distinct capabilities of the Internet and business networks in planning, directing and controlling resources electronically without limits in order to achieve the organization's goals.[1)]

3- Research methodology and field procedures:

3-1- Research methodology:

Various research methods are employed in scientific studies, and the selection of a particular method depends on the nature and objectives of the research. Accordingly, the researcher adopted the descriptive method using the survey approach, as it is considered the most appropriate for the type and purpose of the present study. Mahmoud Ahmed notes that the descriptive method focuses on examining reality or phenomena as they exist in the field and emphasizes providing an accurate and objective description of them.[2)]

3-2- Research community and sample

The research community was determined from the members of the central sports federations (Olympic and Paralympic), numbering (264) members distributed over (40) federations. The exploratory sample amounted to (14) members, the construction sample amounted to (130) members, and the application sample amounted to (120) members.

Table No. (3)

The research sample shows the members of the central unions - the total sample, the construction and application sample, and the exploratory sample. Pilot experiment, construction sample and application sample

Total research sample	Number of members
Total Member Sample	264
Exploratory experiment	14
Building sample	130
Sample application	120

[1]Najm Aboud Najm: Strategic Electronic Management, Functions and Problems, Dar Al-Marikh, Riyadh, 2004, 127.

[2]Mahmoud Ahmed: Research Methods in the Humanities, Arab Nation Foundation for Publishing and Distribution, Egypt, 1st ed., 2018, p. 118.

3-3- Methods, tools and devices used in research

Researchers often use a large number of data collection tools, including observation, testing, questionnaires, interviews, public opinion measures, content analysis, and statistical data.[1)]
The tools used by the researcher are an essential element that he uses.whatTo solve a search problemtheyResearch Research tools refer to the means through which researchers address and solve a research problem, whether these tools involve data, samples, instruments, or devices.

3-3-1- Information collection methods:

- Arabic and foreign sources.
- Personal interviews.
- Note.
- Questionnaire: The researcher prepared a questionnaire to determine the fields of the electronic management scale and the administrative work scale, and another to prepare the scale statements in their final form.
- The Internet.
- Information release form.
- Support staff.

3-3-2- Tools and equipment used:

- E-management scale.
- Administrative work scale.
- Laptop type (Lenovo).
- Statistical bagspss)).

3-4- Scale preparation procedures:

In order to reach a scale that has the required scientific foundations from the first step of its preparation until the completion of all requirements, and because the nature of the current study requires the preparation of two scales, namely electronic management and administrative work among members of the Iraqi central unions, the researcher prepared the scale according to the scientific steps behind the experts to prepare two scales, electronic management and administrative work, which are as follows:

3-4-1- Preparing scale statements (appendix) (1) :

After reviewing a number of previous studies, the researcher defined the idea of the scale in a clear and understandable manner by defining the phenomenon that needs to be measured, which is electronic management among members of the Iraqi central sports federations. After the researcher defined the idea of the scale, he defined the goal behind its preparation, which is to find a scientific means to identify the extent of the possibility of applying electronic management and to know the level of administrative work among members of the Iraqi central federations.

[1]Tariq Abdel Raouf, Ihab Issa Al-Masry: Standards and Tests,Ktab INC, 2017, p27.
2 Wajih Mahjoub: Scientific Research and its Methods, Directorate of Dar Al-Kutub for Printing and Publishing, Baghdad, 2003, p. 163.

In light of this, the researchers prepared:

First - Electronic management scale:
It consists of (55) paragraphs distributed as follows:
Section One: Contains basic information about the member and consists of five paragraphs.
As for the second section: It consists of four questions related to the level of electronic culture among members.
As for the third section: It consists of four areas:
First field: Related to electronic skill (Electronic skill) for members and consists of ten paragraphs.
The second field: It relates to information skills (Information skill) for members and consists of twelve paragraphs.
The third field: It relates to administrative and organizational skills.Management & Organizational skill) for members and consists of ten paragraphs.
The fourth field: Related to human resourcesHuman resources) for members and consists of ten paragraphs.
The fifth field: Related to technical resources (Technical resources) for members and consists of eight paragraphs.
As for the fourth and final section: Which consists of only one question related to the problems that limit the application of e-management in central unions.

After the experts expressed their opinions on the scale statements, the statements were then processed statistically by applying the (Ka2) law, and most of the experts agreed on the validity of the statements.

Table No. (5)

Shows the number of final statements for the e-management scale

Original number of phrases for the administrative work scale	The excluded	Her number	Modified	Her number	Final phrases
55	-	-	-	-	55

3-4-4- Preparing scale instructions:

The researcher prepared the instructions and the researchers explained how to answer the scale and that the sample's answers would be kept confidential and would be used for the purpose of completing the scientific research only and would not be seen by anyone other than the researchers. The researchers asked the sample members to answer all the paragraphs and for the answers to be accurate and clear in order to reach objective and fruitful results.

3-4-5- Statistical analysis of scale statements:

In order to know the suitability of the scale phrases in terms of their characteristics and to modify, replace, delete, add or rearrange the phrases so that it is possible to reach a stable and valid test in

terms of difficulty and length, and in light of that, the researchers relied on the following methods and phrases to analyze them, and after the process of sorting the answers of the sample of members of the central unions, numbering (130) members.

3-4-7-The scale in final form:

After completing all the procedures for preparing the scale with five alternative answers, it is ready in its final form.

1- The electronic management scale includes (55) statements. The highest score on the scale is (275) points, the lowest score on the scale is (55), and the hypothetical mean is (165). The greater the arithmetic mean is than the hypothetical mean, the more the research sample is characterized by electronic management.

3-4-8Pilot test of the scale:

The researcher conducted the exploratory experiment on a sample of (14) members on the date18/4/2024

With the help of the support team (Appendix5) This is for the purpose of preparing the reasons for success when applying the main scale to the applied research sample and ensuring that the sample understands the scale phrases and in order to avoid errors or difficulties when distributing the scale to the application sample and to identify the effectiveness of the answer alternatives as well as training the assistant work team on the survey for applying the scale. The researchers did the following:

1- Explaining the answer method to the sample members.
2- Give enough time for the sample to answer.
3- Give sample members the opportunity to inquire.

After applying the scale to this sample, it became clear to the researcher from this application that all the phrases were understandable and that the answer instructions were clear, and thus the scale became ready for application to the main sample, as in Appendix (1).

3-5- Main experience:

After completing the preparation of the scale and finding the scientific basis for it, the main application experiment was conducted on the research sample.(Members of the Central Unions) dated 2/5/2024

The number of members is (130), and the questionnaire was distributed in its final form to the sample, with emphasis on the respondent choosing only one alternative, and that is, choosing the alternative that he sees as appropriate for him, and that expresses his own point of view, and the researchers indicated not to mention the name when answering the questionnaire in order to obtain more accurate information and with emphasis on the confidentiality of the answer.

The researcher collected the scores obtained by each member of the central unions from the research sample regarding each scale in order to extract the total score obtained by each member of the sample in the scale, and all the phrases, which number (55) phrases in the e-management scale, and thus the alternative scores were collected to finally be the total score for each scale and put it in Special forms for statistical processing using appropriate statistical methods.

3-7 Statistical methods:

The researchers used the statistical bag ((spss) in extracting the results of the current research according to the following statistical laws:

- Percentage.
- Test (Ka2).
- Arithmetic mean.
- Standard deviation.
- Coefficient of twist.
- a test (t-test) for two independent samples.
- Pearson correlation coefficient.
- Spearman-Brown correlation coefficient.
- Cronbach's alpha equation.
- Hypothetical mean.
- Linear regression coefficient.
- Contribution ratios.

4- Presentation, analysis and discussion of results: -

In this chapter, the researcher will discuss the research into predicting a variable (the outcome), which is e-management, based on the other variable (the predictive variable), which is administrative work, using (regression analysis), where he will present the estimation models that were deduced based on the research sample (model building), which numbered (130) members, and verify their accuracy.

4-1 Descriptive Statistics of Research Variable Distributions for the Model-Building Sample:

Table (14)

Arithmetic means, standard deviations, standard errors, and Kolmogorov–Smirnov test values for the research variables in the model-building sample

Variables	The middle	Standard deviation	Standard error	a test (ks)	
				calculated	Significance level
e-management	224,637	32,033	3.172	1,220	0.062

The results presented in Table 14 indicate an appropriate distribution of the model-building sample scores across the research variables (electronic management). The significance levels associated with the calculated Kolmogorov–Smirnov (K–S) test values were all greater than 0.05, indicating that all variables followed a normal distribution. Furthermore, the small standard error values confirm the adequacy of the sample selection and its accuracy in representing the studied population, namely members of the central federations.

4-2 Building an e-management model in terms of the fieldtha :

Addressing this topic requires assessing the level of electronic management among the members of the research population (members of the central federations), as presented in the tables below.

Table No. (15)

Results of the One-Way Analysis of Variance (ANOVA) Test Examining the Significance of Differences in the Level of Electronic Management Implementation in Central Federations

Areas	Source of variance	sum of squares	degrees of freedom	Mean squares	valueF	Significance level
Electronic skill	Between groups	6,738	2	3.369	3.975	*0.020
	During groups	270.386	119	0.848		
	the total	277.124	121			
Information skills	Between groups	0.480	2	0.240	0.670	0.513
	During groups	**114.417**	119	**0.359**		
	the total	**114.898**	121			
Administrative and organizational skills	Between groups	**2.075**	2	**1.038**	**4.062**	***0.018**
	During groups	**81,504**	119	**0.255**		
	the total	**83,579**	121			
Human Resources	Between groups	**0.006**	2	**0.300**	**0.933**	**0.394**
	During groups	**102.592**	119	**0.322**		
	the total	**103.193**	121			

Technical Resources	Between groups	**0.068**	2	**0.039**	**0.073**	**0.930**
	During groups	**170.507**	119	**0.535**		
	the total	**170.584**	121			
Overall score of e-administration reality	Between groups	**0.977**	2	**0.488**	**2.032**	**0.133**
	During groups	**76,688**	119	**0.240**		
	the total	**77.665**	121			
Statistically significant at the significance level (a=0.05)						

Table No. (15) shows that there are no significant differences in the reality of applying e-management in the central unions according to electronic skills, information skills, human resources, technical resources, and the overall degree of the reality of applying e-management, while the table shows that there are significant differences in the reality of applying e-management in the central unions, in the fields of electronic skills, administrative and organizational skills.

4-2-1 Finding the correlation between the variables under study for the model building sample:

The purpose of correlation analysis is to determine the strength and degree of association between variables, as correlation reflects the existence of a relationship among them. In the present study, Pearson's simple correlation coefficient was employed to examine the strength of the relationships between the variables for the model-building sample.

It should be noted that, although correlation analysis is a useful statistical tool, it does not provide information about the predictive power or causal relationships among variables. Specifically, correlation does not indicate causality or the presence of a direct effect of the predictor variables within the domains of electronic management. Moreover, high levels of linear correlation may increase the likelihood that a potentially important predictor variable loses its statistical significance and is excluded from the model. Therefore, reliance solely on correlation coefficients is insufficient for constructing a predictive model. Accordingly, the researcher proceeded to employ multiple linear regression analysis to extract the indicators necessary for building a valid predictive model.

4-2-2 Indicators of models for predicting administrative work in terms of e-management fields:

4-2-2-1- Finding the relationship between administrative work and e-management

Table (17)

Correlation coefficient values between administrative work and e-management fields among the sample members

Variables		Nature of the relationship	Correlation coefficient		Statistical significance
			calculated	Morale level	
Administrative work	Initial information	basic	0.821	0.000	moral
	Electronic culture	basic	0.801	0.000	moral

	IT skills	basic	0.789	0.000	moral
	Human Resources	basic	0.931	0.000	moral

An examination of the results presented in Tables 16 and 17 reveals that the correlation coefficients between electronic management and administrative work reached values of 0.821, 0.801, 0.789, and 0.931, respectively. The corresponding significance levels were all 0.000, which are lower than the threshold value of 0.025. These results indicate that the relationships are statistically significant and reflect genuine associations rather than occurring by chance.

Accordingly, the researcher focused on the domains of electronic management—namely basic information, electronic culture, information skills, and human resources—as these domains demonstrated statistically significant relationships with administrative work.

4-2-2-2 Extraction of Linear Regression Model Indicators

To evaluate the accuracy of the model in predicting the outcome variable within the model-building sample, and to assess its generalizability, the model must demonstrate the ability to predict administrative work based on the domains of electronic management (basic information, electronic culture, information skills, and human resources) when applied to an independent sample. A substantial decline in the model's predictive power would indicate limited generalizability and reduce its applicability beyond the original sample.

Table (18)

Linear regression model quality indicators

Variables			Correlation coefficient R	Contribution ratio (interpretation factor) R2	Adjusted contribution ratio R2	Standard error of estimate
Predictive		Result				
e-management	Initial information	Administrative work	0.952	0.741	0.711	19,558
	Electronic culture					
	IT skills					
	Human Resources					

The results presented in Table 18 show that the simple correlation coefficient (R) reached a value of 0.952, while the coefficient of determination (R^2), representing the contribution ratio, was 0.741. This indicates that the domains of electronic management—namely basic information, electronic culture, information skills, and human resources—collectively explain approximately 74.1% of the variance in administrative work.

These findings suggest that the prediction of administrative work is not solely dependent on the domains of electronic management included in the model, but is also influenced by other factors not incorporated in the analysis, which may be administrative, psychological, or organizational in nature. In general, the coefficient of determination (R^2) reflects the proportion of variance in the dependent variable (administrative work) that is explained by the regression model based on the sample data. Meanwhile, the adjusted coefficient of determination (adjusted R^2) indicates the proportion of variance that the model would be expected to explain if it were derived from the population from which the sample was drawn.

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Table (19)

Shows the test value (f) The calculated value and the associated significance level value.

Source of variance	sum of squares	degrees of freedom	Mean squares	value (f)		Statistical significance
				calculated	Morale level	
Between groups	77412,365	3	22583.742	72,391	0.000	moral
Within groups	40236,965	122	366.208			
Total	117650,330	119	---			

The results presented in Table 19 indicate that the significance level associated with the calculated F value of 72.391 was 0.000, which is lower than the threshold value of 0.025. This finding confirms the statistical significance of the multiple linear regression model, demonstrating that the model provides an adequate representation of the relationship between the dependent variable (administrative work) and the domains of electronic management (basic information, electronic culture, information skills, and human resources).

It should be noted, however, that while analysis of variance determines whether the model as a whole offers a satisfactory level of prediction for the outcome variable (administrative work), it does not reveal the individual contribution of each predictor variable. Therefore, it cannot be concluded solely on this basis that the domains of electronic management (basic information, electronic culture, information skills, and human resources) are independently strong predictors.

4-2-2-3 Extracting the values of the regression equation coefficients (model):

Table (20)

Values of regression equation coefficients and significance of model parameters

Transactions		value (t)		Statistical significa
	Coefficient valueFor the equation	calculate	Morale	

Nature of the laboratories		Non-standard	Standard error	Standard(Beta)	d	level	nce
Fixed amount	A	38.113	14.860		2.738	0.007	moral
	B1	3.102	0.684	0.332	4.188	0.000	moral
	B2	3.168	0.578	0.341	5.423	0.000	moral
	B3	3.056	0.678	0.309	4.646	0.000	moral
	B4	3,623	0.661	0.368	4,703	0.000	moral

The results presented in Table 20 indicate the statistical significance of the intercept coefficient (a) as well as the regression (slope) coefficients (b_1, b_2, b_3, and b_4). The significance levels associated with the calculated *t* values were all below the threshold of 0.025, confirming the statistical significance of the parameters (a, b_1, b_2, b_3, and b_4) in the multiple linear regression model. The intercept reflects the baseline relationship between the level of administrative work and the domains of electronic management (basic information, electronic culture, information skills, and human resources).

The intercept value (a) indicates that when the values of the electronic management domains (basic information, electronic culture, information skills, and human resources) are equal to zero, the model predicts an administrative work score of 38.113.

Further examination of Table 20 shows that the calculated *t* values for the regression coefficients (b_1, b_2, b_3, and b_4) were 4.188, 5.423, 4.646, and 4.703, respectively. The corresponding significance levels were all 0.000, which are below 0.025, indicating that the regression coefficients differ significantly from zero. This finding confirms that the domains of electronic management—basic information, electronic culture, information skills, and human resources—contribute significantly to estimating the values of the dependent variable.

The researcher emphasizes the importance of considering the standard error, as it reflects the variability of the intercept values across multiple samples drawn from the same population with respect to the independent (predictor) variables. The results indicate that the samples are relatively homogeneous, as evidenced by the very small standard error values. This suggests minimal variation in the intercept values across comparable samples, indicating stability and consistency of the regression estimates.

In summary, the *t*-test results demonstrate that the intercept values differ significantly from zero when compared across similar samples, particularly when standard error values are small. Even minor deviations from zero can represent meaningful differences, as the intercept is representative of the majority of sampled observations. Although the intercept values and their significance levels are important statistical indicators, standardized coefficients provide a clearer basis for interpretation. Specifically, the standardized beta coefficients indicate the number of standard deviations by which the dependent variable (administrative work) is expected to change as a result of a one standard deviation change in the predictor variables.

4-3 Discussion of results:

Table No. (14) indicated the reality of applying electronic administration and administrative work in the central unions. Electronic administration came with an average of (224.637) and a standard deviation of (32.033). This indicates a low reality of applying electronic administration in the central unions. The reality of the low application of electronic administration may be attributed to the heavy reliance on traditional administration by using paper in its transactions and considering it the basis in central unions, and even in cases where the computer is used in transactions, there must be a paper copy of the computer's work, and the reason may also be the lack of confidence in technological programs and their attachments, or because the technology is linked to several factors, including its link to electrical energy, which in the event of its interruption in unions causes an obstacle in the use of the technology used in the union. Many federations are still not connected to the Internet, and this may force the federation to use the computer inside the federation only, and after that the work will be completed on paper outside the federation's walls. Without using the

Internet, it is impossible to use e-mail in work, especially in correspondence that takes place between the central federations, coaches, players, members, Asian federations, and world federations. E-administration refers to the use of information and technological means of communication such as long-range integrated networks, computers and the Internet by administrations. According to this broad meaning, digital (electronic) administration is not limited to providing services to individuals only, but rather includes the constant attempt to obtain the best service in internal and external relations through non-traditional electronic methods and programs in any place and time.[1)]

While the administrative work came with an arithmetic mean (20.686) and a standard deviation (3.549), this indicates that the members of the central unions were at the required level, and this also indicates that the members have experience and skill in management and have knowledge of administrative concepts that are in line with continuous developments, which makes them proceed according to progress in their work.

To further develop administrative work among members of central unions, it is necessary to support the knowledge, experience and skills of members, and to work on providing many and varied opportunities to develop administrative work and help others develop themselves.This is done by exchanging skills and experiences between members within the unions, and enhancing their abilities to deal with daily work responsibilities and tasks. This then allows for the development of administrative work, addressing shortcomings and weaknesses in work, and supporting work behaviors and developing work. (2)

As well as developing administrative work through employing modern technology in administrative work, this represents importance and necessity within the central unions, and it is one of the areas of real development for members, the importance of which is due to the continuous development of all workers in using electronic devices, their programs and various applications, in addition to training them in administrative skills and working to provide opportunities to experiment with new ideas and develop them, which works to develop administrative work..([2)]

5-**Conclusions and recommendations:**

5-1 Conclusions:

After statistically processing the data and presenting, analyzing and discussing the results reached by the researchers, the following was concluded:

1- The electronic management process among members of central unions contributes to enhancing administrative work by delegating powers to them and involving them in decision-making.

1-Fang, Z, 2002. E_Government in the Digital era: Concept, practice, and development, International, Journal of the Internet and Management, vol_1_, no, 2, p.3.
2- Dalakoura, Afroditi: differentiating leadership and leadership development, Journal of Management Development, Vol 29, No. 5, 2010, p434.

[2]Ibrahim Ali Hassanein and others: Professional development of educational administrative leaders, contemporary trends, Dar Al-Safa for Publishing and Distribution, Amman, 2016, p. 191.

2- The unions have confidence in the members in the tasks assigned to them because they have the appropriate ability to work in teams to perform those tasks and ultimately have the ability to accomplish the tasks they are responsible for.
3- There is a high level of basic information and electronic culture among members of the unions with each other.
4- Sharing IT skills between unions through human resources is essential in decision-making and is considered one of the effective management methods in the long term.
5- There is a high level of adherence of members to their unions and their continued presence in the union and their not leaving work, and this is confirmed by the field of human resources.
6- Administrative work is of great importance in making union members feel responsible and morally committed to their union.

5-2 Recommendations

1- Maintaining the level of interest in e-management, due to its effective role and flexibility in dealing with advanced technology among members.
2- Further enhance confidence among members within the Union.
3- The necessity of emphasizing the training of members on the use of electronic administration in its various fields (Primary information, electronic culture, information skills, human resources)In working within the central unions.
4- The necessity of the central unions' subscription to the Internet(Internet and Intranet), to facilitate the exchange of information between members and internal and external unions, and to work on establishing an internal network in the unions.
5- Preparing a guide on the concept of e-administration, its objectives, and areas of federal work, to contribute to spreading a greater culture of e-administration.
6- Adopting the use of technology as a condition for nominating members, as this will reduce the future burden on the union in terms of completing administrative work.
7- The necessity of providing modern technological devices due to their importance in saving time, effort and money

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