

Telecommuting Mechanisms at the Ministry of Youth and Sports in the Arab Republic of Egypt Regarding Coronavirus (COVID-19) pandemic

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Research Problem and Importance

Technology field development resulted in remote method, as the previous period witnessed unprecedented events, (COVID-19) organizations should have taken the initiation and been prepared to develop its administration via approving new formula and methods especially remote work.

Adriana Bernardin (2017) defines remote work as a work system depending on a place far from the main work site so that employee avoids personal communication with other employees, new technology facilitates this work pattern communication. (18:22)

Maura Nevel (2017), Chikita Brown (2016) define remote work as any work made by employees at a certain place other than traditional work places in addition to adopting wire and wireless means of communication and developed information systems as a main work feature. (21:45), (19: 31)

Hamdy Ahmed Saad (2010) and Osama Bin Sadik Eltayeb (2007) indicate that there are many remote work requirements and can be classified in three levels: "**requirements at the level of persons, requirements at the level of work authority and requirements at the level of state**". (4:43), (12:16)

- **Scott Dawson (2019) clarifies the most important advantages of remote work are** securing organizations work continuity, achieving flexibility with its administrative non central system, as well as advantages it may provide to environment and community, **where remote work disadvantages are** difficult administrative control and direction for employees, difficulty of availing communication equipments and training employees on their use. (22:34)
- **Ministry of economic and finance (2020) identifies what should be made by departments concerned about having the important mechanisms of applying remote work to secure tasks fulfillment continuity, via** "availing technical and technological means, securing safe access to data, identifying a measurement
 - mechanism, following remote working employees electronically, appointing a committee responsible for evaluating remote work on a regular basis". (7: 8-11)
 - The current circumstances suffered by the whole world constituted a turning point in all fields and work method. Applying remote work by ministry of youth and sports was a response to prime minister's decision of reducing number of employees of state and governmental authorities under precautionary procedures taken by the state to avoid the spread of COVID-19. (23), (24)
 - The research problem was reached by carrying out a **first pilot study** via open interview with general manager of sports information systems and general manager of human resources department, to know mechanisms adopted by ministry of youth and sports "to activate remote work system", **as the results proved that** electronic systems and networks efficiency were verified as well as providing technical support, general department of human resources

considered norms through **carrying out a second pilot study via applying codified personal interview** to a sample of sports specialists, ministry of youth and sports, totaling (14) subjects, to identify how far remote work requirements are available by ministry of youth and sports within COVID-19, **the results proved that** most of the sample subjects agree upon availability of skill of planning and time management for employees, ability to deal with modern technology, ministry of youth and sports' task of developing technical structure and information and communication systems and focusing on continued education and training to create employees skills and deal with new updates.

Also the researchers looked into documents and registers to know the most important competences of general department of sports information system and general department of human resources, as both departments are responsible for activating remote work system at ministry of youth and sports.

Also many literature results and recommendations were looked into such as study of **Naglaa Tawfik Nagib, Nadia Mohamed Moustafa (2018) (9), Samy Abdelhamid Mohamed (2018) (6), Saleh Bin Soliman Elrashid (2006) (14)** proving that there are important factors for adopting and executing remote work, availability of means and tools of communication for employees, developing awareness of remote work advantage, training managers on managing communication with employees as well as training remote employees, **while study of Nashwa Tawfik Ahmed (2018) (10) recommends that** there should be a cooperation between state efforts, private sector and civil community's organizations towards adopting remote work support policy.

Accordingly; both researchers carried out the research titled:

Telecommuting Mechanisms at the Ministry of Youth and Sports in the Arab Republic of Egypt Regarding Coronavirus (COVID-19) pandemic

Research Objective:

The research aims at identifying mechanisms of remote work at ministry of youth and sports in Egypt under (covid-19) via identifying the following:

- Obligations of remote work at ministry of youth and supports.
- Evaluating remote work system performance, ministry of youth and sports within COVID-19.

Research Procedures:

Research Method: Survey descriptive method was used as suitable for the research nature.

Research Sample and Community:

Table (1) Numerical description of the research community groups subject and the pilot and the main research samples.

Research groups at ministry of youth and sports "national sports council"		Total community	Research tool codification sample		Main sample	
			Number	Percentage	Number	Percentage
First group, supreme and middle administration	Central departments' heads	7	1	14.28 %	6	85.71 %
	General managers	29	8	27.58 %	21	72.41 %
	Sub departments' managers	34	5	14.70 %	29	85.29 %
Total first group		70	14	20 %	56	80 %
Second group, executive department	Sports specialists of all levels	84	9	10.71 %	75	89.28 %
Total research groups		154	23	14.93 %	131	85.06 %

Data Collection Tools:

Electronic Questionnaire Form compiled by the Researchers

Scientific Coefficients of Questionnaire Form:

First: Questionnaire Form Validity:

The researcher used internal consistency method via finding correlation coefficients between dimensions and factors, between statements and factors becoming to and between the statement and the whole questionnaire degree as in table (2), (3) and (4).

Table (2) Correlation coefficients between the questionnaire factors and dimensions

Factors and dimensions		First factor				Second factor	Total questionnaire degree
		First dimension	Second dimension	Third dimension	Fourth dimension		
First factor	First dimension		0.562	0.674	0.662	0.524	0.762
	Second dimension			0.627	0.672	0.677	0.647
	Third dimension				0.608	0.502	0.712
	Fourth dimension					0.717	0.667
	Total degree						0.864

Rg value (0,05.,23) = 0,409

Table (3) Correlation coefficients between every statement related dimensions and degree (first factor: mechanisms and obligations of remote work at ministry of youth and sports) and every statement and the total questionnaire degree

(N= 23)

The first dimension statement correlation coefficient				The fourth dimension statement correlation coefficient			
S	With the first dimension	With the first factor	With the total degree	S	With the fourth dimension	With the first factor	With the total degree
1	0.659	0.644	0.509	21/1	0.638	0.494	0.698
2	0.504	0.542	0.654	21/2	0.591	0.651	0.741
3	0.498	0.572	0.523	21/3	0.638	0.491	0.788
4	0.536	0.601	0.621	22	0.541	0.577	0.691
5	0.521	0.532	0.606	23	0.647	0.498	0.797
6	0.522	0.667	0.572	24	0.784	0.498	0.734
7	0.712	0.567	0.562	25	0.572	0.498	0.622
8	0.669	0.515	0.619	26	0.599	0.615	0.749
9/1	0.568	0.617	0.518	27	0.559	0.549	0.709
9/2	0.597	0.744	0.747	28	0.524	0.563	0.674
9/3	0.627	0.637	0.777	29	0.683	0.601	0.733
10	0.687	0.525	0.637	30	0.754	0.718	0.804
				31/1	0.627	0.672	0.777
				31/2	0.661	0.525	0.746
				31/3	0.571	0.651	0.721
				32/1	0.639	0.671	0.789
				32/2	0.572	0.606	0.722
				32/3	0.543	0.493	0.693
				32/4	0.499	0.496	0.559
The second dimension statement correlation coefficient				The third dimension statement correlation coefficient			
S	With the second dimension	With the first factor	With the total degree	S	With the third dimension	With the first factor	With the total degree
11	0.492	0.536	0.635	15	0.627	0.655	0.712
12	0.687	0.714	0.737	16	0.497	0.638	0.788
13	0.537	0.614	0.722	17	0.578	0.649	0.728
14/1	0.593	0.652	0.743	18	0.585	0.767	0.835
14/2	0.547	0.638	0.797	19	0.573	0.675	0.723
14/3	0.885	0.687	0.735	20	0.593	0.672	0.743
14/4	0.593	0.652	0.743				

R g value (0, 05. 23) = 0,409

Table (4) Correlation coefficients between every statement and degree of (second factor: evaluating remote work system performance at ministry of youth and sports via COVID-19) and every statement and the total questionnaire degree (N= 23)

S	With the second factor	With the total degree	S	With the second factor	With the total degree
34	0.626	0.659	38/1	0.493	0.651
35	0.524	0.645	38/2	0.508	0.738
36	0.515	0.671	38/3	0.677	0.864
37/1	0.654	0.792	38/4	0.582	0.755
37/2	0.491	0.544	38/5	0.557	0.635
37/3	0.528	0.773	38/6	0.495	0.638
37/4	0.687	0.771	38/7	0.614	0.766

R g value (0, 05, 23) = 0,409

Second: Calculating Questionnaire Reliability Coefficient:

The researchers applied the half split method of Spearman Brown and Guttman equation according to table (5)

Table (5) Questionnaire reliability by split half and Cronbach's Alpha

Factors and dimensions	Split half		Cronbach's Alpha
	Spearman Brown	Guttman	
First dimension: Supreme department obligations	0.763	0.826	0.773
Second dimension: General department of human resources obligations	0.717	0.799	0.727
Third dimension: General department of sports information system obligations	0.836	0.755	0.761
Fourth dimension: Employees of ministry of youth and sports obligation	0.755	0.831	0.765
First factor: Mechanisms and obligations of remote work at ministry of youth and sports	0.818	0.725	0.780
Second factor: Evaluating remote work system performance at ministry of youth and sports within COVID-19	0.751	0.773	0.746
Total questionnaire degree	0.857	0.756	0.867

From table (5) it is clear that reliability coefficient by half split ranges between (0.717) and (0.857) and Cronbach's Alpha reliability coefficient ranges between (0.727 : 0.780) and with alpha reliability coefficient for the whole form (0.867) to prove that the research questionnaire has a high reliability coefficient.

Statistical Treatments

Repetition, percentage, Lush coefficient, Spearman order correlation coefficient, half split for Spearman Brown and Guttman, Cronbach's Alpha reliability coefficient outweighed percentage, arithmetic means outweighed by weights, chi square for independent samples (Cross Tabulation), χ^2 for one sample (Chi Square Goodness of Fit test).

Results Discussion:

Table (6) Results of repetitions, outweighed percentages, prevailing attitude and (chi square) value for significant difference between (first group: supreme and middle department) and (second group: executive department) for response on

(first factor: mechanisms and obligations of remote work at ministry of youth and sports) (first factor: supreme department obligations)

S	Statement content	Groups	Agreeing	To a certain degree	Disagreeing	Outweighed percentage	Average	Prevailing attitude	Chi square
1	The ministry internal systems and regulations provide a general frame to organize remote work under states of emergency	First group = 56	33	18	5	83.33	2.50	Agreeing	1.42
		Second group = 75	45	27	3	85.33	2.56	Agreeing	
		All = 131	78	45	8	84.48	2.53	Agreeing	
2	Supreme department holds committees and team works to supervise applying the remote work general frame	First group = 56	31	21	4	82.74	2.48	Agreeing	0.23
		Second group = 75	41	30	4	83.11	2.49	Agreeing	
		All = 131	82	51	8	82.95	2.49	Agreeing	
3	The supreme department shall set a mechanism for measuring remote work efficiency and identifying standard time frames for every activity	First group = 56	34	13	9	81.55	2.45	Agreeing	2.16
		Second group = 75	48	21	6	85.33	2.56	Agreeing	
		All = 131	82	34	15	83.72	2.51	Agreeing	
4	The ministry provides technical support necessary for performing remote work by using smart and electronic systems	First group = 56	30	15	11	77.98	2.34	To a certain degree	0.10
		Second group = 75	39	22	14	77.78	2.33	To a certain degree	
		All = 131	69	37	25	77.86	2.34	To a certain degree	
5	The ministry provides employees with all data and information sources needed for performing remote work	First group = 56	29	8	19	72.62	2.18	To a certain degree	3.19
		Second group = 75	42	17	16	78.22	2.35	Agreeing	
		All = 131	71	25	35	75.83	2.27	To a certain degree	
6	The ministry observes administrative and legal norms to guarantee data privacy and confidentiality	First group = 56	38	4	14	80.95	2.43	Agreeing	4.48
		Second group = 75	53	12	10	85.78	2.57	Agreeing	
		All = 131	91	16	24	83.72	2.51	Agreeing	
7	The ministry focuses on providing remote work system to all administrative departments and levels	First group = 56	27	12	17	72.62	2.18	To a certain degree	1.29
		Second group = 75	37	21	17	75.56	2.27	To a certain degree	

		All = 131	64	33	34	74.30	2.23	To a certain degree	14.21
8	The ministry focuses on holding training courses to assist employees to know how manage remote work	First group = 56	34	16	6	83.33	2.50	Agreeing	1.10
		Second group = 75	46	17	12	81.78	2.45	Agreeing	
		All = 131	80	33	18	82.44	2.47	Agreeing	47.92
9	The ministry observes applying provisions of labor law to guarantee rights of remote employees:								
9/1	Work hours	First group = 56	44	3	9	87.50	2.63	Agreeing	5.25
		Second group = 75	5	11	5	90.67	2.72	Agreeing	
		All = 131	103	14	14	89.31	2.68	Agreeing	120.93
9/2	Wages	First group = 56	41	6	9	85.71	2.57	Agreeing	3.15
		Second group = 75	55	14	6	88.44	2.65	Agreeing	
		All = 131	96	20	15	87.28	2.62	Agreeing	94.37
9/3	leaves	First group = 56	42	4	10	85.71	2.57	Agreeing	3.85
		Second group = 75	56	12	7	88.44	2.65	Agreeing	
		All = 131	98	16	17	87.28	2.62	Agreeing	101.42
10	Observing applying provisions of social solidarity laws regarding injuries and occupational diseases affecting remote employees	First group = 56	35	7	14	79.17	2.38	Agreeing	2.73
		Second group = 75	47	16	12	82.22	2.47	Agreeing	
		All = 131	82	23	26	80.92	2.43	Agreeing	50.58

Chi square value $(0, 05, 2) = 5,991$

The outweighed arithmetic mean: disagreeing (1:1.66), to a certain degree (1.67: 2.33), agreeing (2.34: 3)

From table (6) there are no significant difference between opinions of both research groups on the research phrases as chi square ranged between (0.10 : 5.25) at level (0.05) at predominant percentage between (74.30 : 89.31).

The sample opinions agreed upon statements number (1, 2, 3, 6, 9/1, 9/2, 9/3, 10) as responses directed to (agreeing) at an outweighed percentage between (82.95:89.31) and arithmetic mean between (2.43: 2.68)

As results of study of Ibrahim Elghousy (2006) (5) agree with these results as he refers to that adding important changes to remote work is very important and needs a leadership support and understanding.

Abdelmalek Eldanaty (2003) states that there should be laws and policies organizing electronic deals. (2: 65)

As the research sample (to a certain degree) directed to statements number (4, 5,7) at outweighed percentage between (74.30: 77.86) and arithmetic mean (2.23:2.34) **Aya Maher (2020)** indicates the importance of preplanning to adopt remote work as an alternative method inside all private and public organizations, training all employees on and availing necessary budget and technical support to (25: 1).

Table (7) Results of repetition, outweighed percentage, average value, predominant trend and chi square of difference significance between (the first group: supreme and average department), (the second group: executive department) for response on (the first factor: mechanisms and obligations of remote work at the level of ministry of youth and sports) (the second dimension: obligations of general department of human resources)

Chi square	Prevailing attitude	Average	Outweighed percentage	Disagreeing	To a certain degree	Agreeing	Groups	Statement content	S
0.70	To a certain degree	2.11	70.24	18	14	24	First group = 56	The department shall issue a manual or a booklet to clarify the executive roles of remote work organization for all the ministries departments	11
	To a certain degree	2.16	72.00	20	23	32	Second group = 75		
5.24	To a certain degree	2.14	71.25	38	37	56	All = 131		
0.00	To a certain degree	2.21	73.81	9	26	21	First group = 56	Supervising remote employees to verify their punctuality and achieving the required works outputs	12
	To a certain degree	2.21	73.78	12	35	28	Second group = 75		
19.30	To a certain degree	2.21	73.79	21	61	49	All = 131		
0.05	To a certain degree	2.34	77.98	6	25	25	First group = 56	Supervising all regular and daily reports regarding remote working and taking necessary procedures	13
	To a certain degree	2.32	77.33	9	33	33	Second group = 75		
28.23	To a certain degree	2.33	77.61	15	58	58	All = 131		
In remote working , general department of human resources shall consider the following norms									14
1.86	Agreeing	2.52	83.93	8	11	37	First group = 56	Attendance and leave signature	14/1
	Agreeing	2.57	85.78	6	20	49	Second group = 75		
64.87	Agreeing	2.55	84.99	14	31	86	All = 131		
0.45	Agreeing	2.38	79.17	8	19	29	First group = 56	Applying for leaves	14/2
	Agreeing	2.41	80.44	8	28	39	Second group = 75		
31.34	Agreeing	2.40	79.90	16	47	68	All = 131		
0.92	Agreeing	2.43	80.95	8	16	32	First group = 56	Exchange tasks with colleagues	14/3
	Agreeing	2.48	82.67	7	25	43	Second group = 75		
41.47	Agreeing	2.46	81.93	15	41	75	All = 131		
0.33	Agreeing	2.41	80.36	8	17	31	First group = 56	Authorization	14/4
	Agreeing	2.41	80.44	9	26	40	Second group = 75		
33.40	Agreeing	2.41	80.41	17	43	71	All = 131		

Chi square value (0,05,2) = 5,991

Outweighed arithmetic mean: disagreeing (1: 1.66), to a certain degree (1.67: 2.33), agreeing (2.34: 3)

From table (7) there are no significant difference between opinions of both research groups on the research phrases as chi square ranged between (0.00 : 1.86) at level (0.05) at predominant percentage between (72.25 : 84.99).

From statements number (14/1, 14/2, 14/3, 14/4) it is clear that responses of the two research groups directed to (agreement) at outweighed percentage between (79.90: 84.99) and an average of (2.40: 2.55)

Omar Ahmed Elarishy (2017) (13) confirms that applying work in the field of remote work faces problems in many aspects due to non observance of remote work. As the research group's responses (to a certain degree) on statements number (11, 12, and 13) had an outweighed percentage from (71.25: 77.61) and arithmetic

mean between (2.14: 2.33)

Abdallah Bin Abdallah Gomaa et al. (2015) (1) confirms the importance of promoting the culture of remote work at governmental and nongovernmental organizations via courses, seminars, lectures and printed materials.

Table (8) Results of repetitions, outweighed percentage, average value, predominant trend and value of chi square of significant difference between (the first group: supreme and average department), (second group: executive department) for response on (the first factor: mechanism and obligations of remote work at the level of ministry of youth and sports)

Chi square	Prevailing attitude	Average	Outweighed percentage	Disagreeing	To a certain degree	Agreeing	Groups	Statement content	S
4.53	Agreeing	2.48	82.74	12	5	39	First group = 56	Verifying efficiency of electronic systems and networks required by remote work	15
	Agreeing	2.60	86.67	8	14	53	Second group = 75		
80.26	Agreeing	2.55	84.99	20	19	92	All = 131		
4.51	Agreeing	2.61	86.90	10	2	44	First group = 56	Guaranteeing the optimal use of technical systems by employees and beneficiaries of remote work	16
	Agreeing	2.69	89.78	7	9	59	Second group = 75		
121.34	Agreeing	2.66	88.55	17	11	103	All = 131		
3.90	Agreeing	2.77	92.26	5	3	48	First group = 56	Providing technical support to different departments and availing required appliances	17
	Agreeing	2.83	94.22	2	9	64	Second group = 75		
160.69	Agreeing	2.80	93.38	7	12	112	All = 131		
1.74	Agreeing	2.50	83.33	8	12	36	First group = 56	Modifying competences of accessing systems by employees to achieve remote work	18
	Agreeing	2.56	85.33	6	21	48	Second group = 75		
60.02	Agreeing	2.53	84.48	14	33	84	All = 131		
5.12	Agreeing	2.50	83.33	13	2	41	First group = 56	Supervising information security and good use by employees	19
	Agreeing	2.60	86.67	10	10	55	Second group = 75		
95.47	Agreeing	2.56	85.24	23	12	96	All = 131		
2.23	Agreeing	2.39	79.76	15	4	37	First group = 56	Availing a hot line to contact casualties with ministry of youth and sports	20
	Agreeing	2.45	81.78	15	11	49	Second group = 75		
64.14	Agreeing	2.43	80.92	30	15	86	All = 131		

Chi square value (0, 05, 2) = 5,991

Outweighed arithmetic mean: disagreeing (1: 1.66), to a certain degree (1.67: 2.33), agreeing (2.34: 3)

From table (8) there are no significant difference between opinions of both research groups on the research phrases as chi square ranged between (2.23 : 5.12) at level(0.05) at predominant percentage between (80.92 : 93.38) and their opinions were directed to (agreement) then the arithmetic mean ranged between (2.43 : 2.80) **Moustafa Youssef Kafy (2011)** confirmed the importance of identifying the documentary security and its requirements in conformity with electronic work privacy and confidentiality (8: 324)

Which agrees with results of study of Shaimaa Said (2010) (16), Khalid Mohamed (2008) (6) as familiarity with using new techniques may improve employees performance and provide ideas to avoid problems.

Table (9) results of repetitions, outweighed percentage, average value, dominant attitude and chi square of significant difference between (the first group: supreme and average department), (the second group: the executive department) for response on (the first factor: mechanisms and obligations of remote work at the level of ministry of youth and sports) (fourth dimension: ministries employees obligations)

Chi square	Prevailing attitude	Average	Outweighed percentage	Disagreeing	To a certain degree	Agreeing	Groups	Statement content	S
								Ministry of youth and sports employees are able to	21
3.44	Agreeing	2.55	85.12	10	5	41	First group = 56	Using different technologies and means of communication such as internet and fax	21/1
	Agreeing	2.64	88.00	7	13	55	Second group = 75		
94.09	Agreeing	2.60	86.77	17	18	96	All = 131		
2.77	To a certain degree	2.34	77.98	15	7	34	First group = 56	Good planning and managing time without direct supervision	21/2
	Agreeing	2.44	81.33	13	16	46	Second group = 75		
45.63	Agreeing	2.40	79.90	28	23	80	All = 131	Scheduling and organizing work and meeting deadlines of finishing required tasks	21/3
0.55	Agreeing	2.50	83.33	8	12	36	First group = 56		
	Agreeing	2.53	84.44	8	19	48	Second group = 75		
58.46	Agreeing	2.52	83.97	16	31	84	All = 131	Ministry of youth and sports employees feels the ministry's support and belonging to the same	22
4.28	Agreeing	2.54	84.52	10	6	40	First group = 56		
	Agreeing	2.64	88.00	6	15	54	Second group = 75		
87.31	Agreeing	2.60	86.51	16	21	94	All = 131	Employees of ministry of youth and sports have the ability to work from home such as computer sets and internet	23
10.5	Agreeing	2.41	80.36	10	13	33	First group = 56		
	Agreeing	2.48	82.67	9	21	45	Second group = 75		
43.07	Agreeing	2.45	81.68	19	34	78	All = 131	Employees deliver their works on time	24
0.42	Agreeing	2.39	79.76	9	16	31	First group = 56		
	Agreeing	2.40	80.00	10	25	40	Second group = 75		
31.21	Agreeing	2.40	79.90	19	41	71	All = 131	Employees answer all their superiors or colleagues emails	25
1.88	To a certain degree	2.29	76.19	16	8	32	First group = 56		
	Agreeing	2.35	78.22	16	17	42	Second group = 75		
32.17	To a certain degree	2.32	77.35	32	25	74	All = 131	Employees submit daily reports about their remote work achievements	26
1.63	To a certain degree	2.27	75.60	15	11	30	First group = 56		
	Agreeing	2.36	78.67	14	20	41	Second group = 75		
25.71	To a certain degree	2.32	77.35	29	31	71	All = 131	Employees shall maintain privacy and confidentiality of	27
18.43*	Agreeing	2.82	94.05	15	7	43	First group = 56		
	Agreeing	2.76	92.00	1	16	58	Second group = 75		
102.59	Agreeing	2.79	92.88	16	23	101	All = 131		

								documents	
1.12	Agreeing	2.88	95.83	3	1	52	First group = 56	There should be a minimum limit of employees at ministry of youth and sports as decided by supreme management	28
	Agreeing	2.91	96.89	2	3	70	Second group = 75		
210.79	Agreeing	2.89	96.44	5	4	122	All = 131		
0.27	Agreeing	2.93	97.62	1	2	53	First group = 56	Employees are keen to joint cooperation in executing required tasks	29
	Agreeing	2.92	97.33	1	4	70	Second group = 75		
216.38	Agreeing	2.92	97.46	2	6	123	All = 131		
5.69	Agreeing	2.73	91.07	5	5	46	First group = 56	Managers can supervise work results	30
	Agreeing	2.80	93.33	1	13	61	Second group = 75		
139.44	Agreeing	2.77	92.37	6	18	107	All = 131		
Employees of ministry of youth and sports are able to use technical media for remote work including									31
0.18	To a certain degree	2.05	68.45	16	21	19	First group = 56	Skype for business	31/1
	To a certain degree	2.09	69.78	19	30	26	Second group = 75		
2.99	To a certain degree	2.08	69.21	35	51	45	All = 131		
0.04	Agreeing	2.41	80.36	5	23	28	First group = 56	Zoom	31/2
	Agreeing	2.43	80.89	6	31	38	Second group = 75		
38.31	Agreeing	2.42	80.66	11	54	66	All = 131		
0.04	To a certain degree	2.14	71.43	12	24	20	First group = 56	Microsoft teams	31/3
	To a certain degree	2.16	72.00	15	33	27	Second group = 75		
10.69	To a certain degree	2.15	71.76	27	57	47	All = 131		
Employees of ministry of youth and sports shall use communication media to know the most recent updates through									32
0.92	To a certain degree	2.29	76.19	13	14	29	First group = 56	Linkedin	32/1
	Agreeing	2.35	78.22	13	23	39	Second group = 75		
21.73	To a certain degree	2.32	77.35	26	37	68	All = 131		
2.96	Agreeing	2.82	94.05	4	2	50	First group = 56	Whatsapp	32/2
	Agreeing	2.85	95.11	2	7	66	Second group = 75		
179.83	Agreeing	2.84	94.66	6	9	116	All = 131		
0.85	To a certain degree	2.27	75.60	13	15	28	First group = 56	Telegram	32/3
	To a certain degree	2.33	77.78	13	24	38	Second group = 75		
19.07	To a certain degree	2.31	76.84	26	39	66	All = 131		
4.59	Agreeing	2.68	89.29	8	2	46	First group = 56	Facebook	32/4
	Agreeing	2.75	91.56	5	9	61	Second group = 75		
137.83	Agreeing	2.72	90.59	13	11	107	All = 131		

Chi square value (0, 05, 2) = 5,991

Outweighed arithmetic mean: disagreeing (1: 1.66), to a certain degree (1.67: 2.33), agreeing (2.34: 3)

From table (9) there are no significant difference between opinions of both research groups on the research phrases as chi square ranged between (0.04 : 5.69) at level (0.05) at predominant percentage between (69.21 : 97.46), except for statements number (27) as chi square (18.43*).

The sample opinions agreed upon statements number (21/1, 21/2, 21/3, 21/4, 22, 23, 24, 27, 28, 29, 30, 31/1, 32/2, 32/4) as responses were (agreeing) with outweighed

percentage between (79.90: 97.46) and arithmetic mean between (2.40: 2.92)

Nora Salah Elhazany (2008) clarifies that continued change may prove traditional government work change by using, activating an applying the technique individually and, in term, collectively.

(11: 38)

Ahmed Mahmoud Darwish (2007) clarifies that providing information to beneficiaries in an ideological way and strengthening the relationship between employees and supreme department may create knowledge as providing information technology to support and create a positive institutional trust for all employees to create transparency (3: 3)

As the research sample opinion (to a certain degree) for statements number (25, 26, 31/1, 31/3, 32/1, 32/3) had an outweighed percentage between (69.21: 72.84) with arithmetic mean (2.08: 2.32)

Studies of Haines and Lafleur (2008) (20) prove that wide use of information technology applications for supporting human resources jobs may depend on allowing them to join strategic jobs and considering them as a strategic partner and a main factor in the change process.

Table (10) Results of repetitions, outweighed percentage, average value, dominant trend and chi square for significant difference between (the first group: supreme and average department and (the second group executive department) for response on (the second factor: evaluating remote work systemat ministry of youth and sports within COVID-19)

Chi square	Prevailing attitude	Average	Outweighed percentage	Disagreeing	To a certain degree	Agreeing	Groups	Statement content	S
0.66	Agreeing	2.45	81.55	5	21	30	First group =56	Remote work alleviated work pressures compared to pressures inside ministry of youth and sports	34
	Agreeing	2.49	83.11	4	30	41	Second group = 75		
45.86	Agreeing	2.47	82.44	9	51	71	All = 131		
0.31	Agreeing	2.36	78.57	9	18	29	First group =56	Remote work developed employees skills to make them completely responsible for carrying out all required tasks	35
	Agreeing	2.37	79.11	10	27	38	Second group = 75		
26.44	Agreeing	2.37	78.88	19	45	67	All = 131		
0.33	Agreeing	2.41	80.36	8	17	31	First group =56	Remote work availed departmental non centralism as a replacement of hierarchical centralism that may restrict good an rapid work	36
	Agreeing	2.41	80.44	9	26	40	Second group = 75		
33.40	Agreeing	2.41	80.41	17	43	71	All = 131		
Remote work achieved some permanent development objectives:									37
3.32	Agreeing	2.61	86.90	10	2	44	First group =56	Reducing crowd pollution level	37/1
	Agreeing	2.68	89.33	8	8	59	Second group = 75		
121.66	Agreeing	2.65	88.30	18	10	103	All = 131		
2.37	Agreeing	2.71	90.48	6	4	46	First group =56	Alleviating traffic jam	37/2
	Agreeing	2.76	92.00	4	10	61	Second group = 75		
137.97	Agreeing	2.74	91.35	10	14	107	All = 131		
1.95	Agreeing	2.41	80.36	15	3	38	First group =56	Saving fuel	37/3
	Agreeing	2.45	81.78	16	9	50	Second group = 75		

71.65	Agreeing	2.44	81.17	31	12	88	All = 131		
1.82	To a certain degree	2.07	69.05	25	2	29	First group =56	Facilitating work of some groups such as special needs groups, woman and old people	37/4
	To a certain degree	2.11	70.22	30	7	38	Second group = 75		
42.93	To a certain degree	2.09	69.72	55	9	67	All = 131		
Applying remote work system to ministry of youth and sports within COVID-19 had some restrictions :									38
0.04	To a certain degree	2.04	67.86	13	28	15	First group =56	Disability to carryingout the required tasks	38/1
	To a certain degree	1.99	66.22	18	37	19	Second group = 75		
16.24	To a certain degree	2.01	66.92	31	65	34	All = 131		
0.18	To a certain degree	2.05	68.45	16	21	19	First group =56	Lack of direct supervision to provide direction and support asrequired	38/2
	To a certain degree	2.09	69.78	19	30	26	Second group = 75		
2.99	To a certain degree	2.08	69.21	35	51	45	All = 131		
0.17	To a certain degree	1.80	60.12	24	19	13	First group =56	Remote work may require more time whichmay restrict personal tasks fulfillment	38/3
	To a certain degree	1.83	60.89	30	28	17	Second group = 75		
6.98	To a certain degree	1.82	60.56	54	47	30	All = 131		
0.01	To a certain degree	2.14	71.43	13	22	21	First group =56	Remote work may require contacting manypersons and authorities that is difficult to contact	38/4
	To a certain degree	2.15	71.56	17	30	28	Second group = 75		
6.52	To a certain degree	2.15	71.50	30	52	49	All = 131		
0.03	To a certain degree	1.93	64.29	18	24	14	First group =56	Remote work separates employees from community which may affect his feelings	38/5
	To a certain degree	1.95	64.89	23	33	19	Second group = 75		
6.84	To a certain degree	1.94	64.63	41	57	33	All = 131		
0.07	To a certain degree	2.13	70.83	11	27	18	First group =56	Non use of accumulated experience within decades of achievementsin administration fields	328/6
	To a certain degree	2.09	69.78	16	36	23	Second group = 75		
15.08	To a certain degree	2.11	70.23	27	63	41	All = 131		
0.05	To a	2.23	74.40	9	25	22	First group =	Some employees can't	38/7

	certain degree						56	use new techniques
	To a certain degree	2.25	75.11	11	34	30	Second group = 75	
19.80	To a certain degree	2.24	74.81	20	59	52	All = 131	

Chi square value (0,05,2) = 5,991

Outweighed arithmetic mean: disagreeing (1: 1.66), to a certain degree (1.67 : 2.33), agreeing (2.34 : 3)

From table (10) there are no significant difference between the research groups opinions on statements of the second factor as chi square ranged between (0.01 : 3.32) at level (0.05) and outweighed percentage between (60.56 : 91.35)

From statements number (34, 35, 36, 37/1, 37/2, 37/3) it is clear that the research sample responses directed to (agreeing) with outweighed percentage between (78.88 : 91.35) and average between (2.41 : 2.74)

Moustafa Youssef Kafy (2011) indicates that conveying manual deals to electronic ones shall not mean losing confidentiality , but increasing the same and administrativesystems efficiency as well (8 : 71)

While from statements number (38/1, 38/2, 38/3, 38/4, 38/5, 38/6, 38/7) it is clear that the research sample opinion directed to (a certain degree) with percentage between (60.56: 74.81) and average (1.82: 2.24)

Results of study of **Naglaa Tawfik Nagib, Nadia Mohamed Moustafa (2018) (9)** clarifies that **Waleed Abdelhamid (2009) (17)** indicates the non suitability of traditional administration to remote work administration, the affair which may deprive humanity of accumulated experience among decades of scientific achievements acquired in the field of administration methods.

Conclusions:

- Internal regulations of the ministry provide a general frame to organize remotework under states of emergency.
- The ministry, to a certain degree avails technical support needed for achievingremote work via using smart and electronic systems.
- The department doesn't publish a manual or a booklet to clarify executive rulesof remote work organization for different ministry's departments.
- Bad follow up of all regular and daily reports regarding remote work and takingnecessary procedures.

- Verifying the efficiency of electronic systems and net works required by remote work and guaranteeing optimal use of technical systems by employees and beneficiaries from remote work.
- Employees of ministry of youth and sports are unable to use technical media for remote work such as Skype for Business, Microsoft teams.
- Non use of accumulated experience among decades of achievements in the field of administration, also remote work needs contacting many persons and authorities which is difficult.

Recommendations:

- Improving the infrastructure of computer sets, soft ware, communication networks and data bases of ministry to be suitable for technology development worldwide.
- Profiting from experience of countries and international companies in the field of applying the remote work concept.
- Compiling integrated laws and rules organizing remote work and put it in an official frame.
- Establishing a unit in the ministry organizational structure called e service department to activate communication between all departments and the ministry's employees electronically.
- Providing financial support and specialized human resources permanently in conformity with developing work needs.
- Providing training courses in the field of computer to all ministries' employees and carrying out more studies and researches to measure electronic work systems efficiency in improving and developing performance.

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