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## **The administrative work environment and its relationship to job alienation among the supervisors of youth and sports forums**

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### **Abstract**

This study aimed to identify the degree of influence of the administrative work climate in terms of the individual work climate, the organizational work climate and its relationship to job alienation and its fields are Feeling of pessimism, a sense of helplessness, isolation, and dissatisfaction in youth and sports forums, as the number of Supervisors (180) supervisor. This study relied on the descriptive survey method A set of results, the most important of which are: The perceptions of the research sample about the existence of the administrative work climate in the youth and sports forums came at a high level, while their perceptions about the level of job alienation among the respondents came at a medium level. The study showed that there is a significant effect of the administrative work climate in its two dimensions on job alienation in youth and sports forums It showed that there is a significant effect of the individual side on the feeling of job alienation, and there is no significant effect of the organizational side on the feeling of job alienation. The study recommended the need to pay attention to the work environment in terms of the incentive system used in the directorates of youth and sports, and the importance of the role of the individual and job security, as well as the need to strive towards building an organizational culture that supervisors resort to.

**Keywords:** The administrative, environment, job alienation, supervisors, youth, sport, forum

### **Introduction**

Forums for youth and sports are prepared and presented for programs in the care of youth and age groups and competition to provide the best great services and may exceed the expectations of its beneficiaries. More able to achieve the objectives of the forums, whatever their activity, including human resources and the environment in which these forums operate. Hence the interest in human resources, especially supervisors, as one of the sources of the competitive advantage of the forums, and this in turn led to interest in the work climate (work environment) to pave the way for workers to carry an organized culture with one identity and one language to achieve interdependence that would achieve the desired goal. Studies show that the climate prevailing in the spirit of altruism, cooperation and responsibility positively affects the performance of the institution, and then on its employees, which motivates them to creativity and dedication that embodies satisfaction and belonging in all its dimensions and then strengthens their immunity to conquer the feeling of job alienation. The importance of research lies in shedding light on this study One of the most important departments in the Directorates of Youth and Sports, which is the forums, contributes to a study that clarifies the administrative work climate within these forums and whether there are any signs of job alienation among supervisors and reveals the causes or symptoms that lead to job alienation.

### **Research problem**

The work climate constitutes the basic pace in any organization. If this climate is characterized by an ethical characteristic that embodies in its content integration and cooperation among the members of the organization, this is reflected in the success and continuity of those organizations that seek survival and excellence, especially with the increasing interest in the youth segment and the forums that promote work The career of the supervisors and its appreciation will bear fruit. On the contrary, the supervisors will suffer from job alienation and this will be reflected in the permanence and success of the organization, and since youth and sports forums are among those organizations, there must be certain pressures that the supervisors are exposed to, whether individual or organizers, in addition to the commitment of the Ministry of Youth and Sports to the laws issued by it in

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the implementation of programs and plans, as well as the budgets available for those programs, will oblige the supervisors to abide by what they have and what they have of rights that require adherence to them, and this may lead to a spirit of negative competition, just as the ministerial curriculum is beyond the control of the supervisors and the frequent change in senior administrations, which loses its spirit The institution to revive the spirit of people within it creates many problems for workers that we hope this research will reveal, as the researcher believes that the problem of the study lies in identifying the impact of the supervisors' perceptions of the administrative work climate on job alienation in youth and sports forums. The research problem can be expressed by answering the question What is the impact of the administrative work climate and its relationship to job alienation for supervisors of youth and sports forums?

**Research aims**

**It aims to:**

1. Building a climate scale for the administrative work of the supervisors of youth and sports forums.
2. Constructing a measure of job alienation for supervisors of youth and sports forums.
3. Finding the relationship between the administrative work climate and job alienation among supervisors of youth and sports forums.

**Research areas**

The human field: moderators of youth and sports forums in the central and southern regions.

Time range: 2/1/2022 to 5/6/2022.

Spatial domain: youth and sports forums in the central and southern regions.

**Research Methodology**

In the field of scientific research, the choice of the research methodology to solve the problem is based on the nature of the problem. Therefore, the descriptive approach was adopted to solve the problem, as descriptive studies contribute to adding real information about the current reality of the various sports phenomena that affect positively or negatively on the sport as a whole. Such information bears a great degree It is important to be able to evaluate the current situation, and this may result in either approving it, endorsing it, supporting it, or suggesting new means and methods for development for the better" (Allawi, 1999, p. 132) <sup>[10]</sup>.

**The research sample**

"The sample is part of the community that is selected according to special rules in order to represent the

community correctly" (Al-Nasser, 1986, p. 10), "And the objectives set by the researcher for his research and the procedures he uses will determine the nature of the sample that he will choose" (Kharibet, 1987, p. And the number of workers who underwent the experiment was (172), after excluding (8) who participated in the exploratory experiment

**Methods, tools and devices used in the research:**

"It is the means or method by which the researcher can solve his problem, whatever those tools, data, samples, devices are" (Mahgoub, 1980, p. 122) <sup>[11]</sup>.

In order to solve the research problem, the researcher relied on the following methods:

1. Arabic and foreign references and sources.
2. Personal interviews.
3. Questionnaire.
4. Experts and specialists.

**The purpose of building the two scales**

The first step to building a specific measure is to clearly define its purpose, and what is the intended use for it, and that one of the objectives of the current research is to build two measures of administrative work climate and job alienation for the supervisors of youth and sports forums and their dimensions.

**Determine the phenomenon to be measured**

The phenomenon to be measured should be defined, and its concept and boundaries should be clear, and the phenomenon that the research aims to measure

**Determine the theoretical starting points for building the two scales**

Through what was presented in the theoretical framework of the research, the theoretical premises on which the researchers relied in building the scale were identified, because they give a clear theoretical vision from which to verify the procedures for building the two scales.

**Determine the areas of the two scales**

For the purpose of determining the areas of the scale, the two researchers reviewed the available literature, previous studies, and scientific sources specialized in sports management, and they directed a questionnaire to survey the opinions of experts and specialists. A possible number of ideas related to the formulation of the fields, and to verify the validity of their identification and the extent of their representation of the scale, the extent of their proposed validity and the validity of the theoretical definition of the proposed fields. fields, as shown in Table (1).

**Table 1:** It shows the percentage of experts' agreement on the validity of the two measures of the administrative work climate and the measure of job alienation

T	Suggested areas for measuring the climate of administrative work	validity		Calculated Ca2 value	indication type
		Repair	Does not fit		
1	individual work environment	16	1	13.23	moral
2	organizational work climate	15	2	9.94	moral
T	Occupational alienation scale	Repair	Does not fit	Calculated Ca2 value	indication type
1	Dissatisfaction	14	3	7.11	moral
2		15	2	9.94	moral
3		14	3	7.11	moral
4		16	1	13.23	moral

Preparing the first formula and the instructions for the two scales: The instructions for the two scales are considered as “the guide by which the respondent is guided to answer the statements of the two scales. Wajih, 1988) [12]. A number of professors and specialists in sports administration have been contacted to formulate and reformulate the phrases contained under each of the areas of the two scales, and in the light of the proposals obtained, the phrases were reconsidered in a manner consistent with the nature of the research community, and through observations regarding the integrity and validity of the phrases, it was possible The researcher prepared the two scales in their initial form, which contained (40) phrases distributed on the administrative work climate scale with (2) two domains, while the functional alienation scale with (4) domains.

**Analyze the phrases statistically**

In order to construct the scale, its expressions must be analyzed statistically according to the following

**The discriminatory ability of the two scale expressions**

The purpose of applying the scale is for the purpose of statistically analyzing the expressions, finding their discriminatory power and the degree of their internal

consistency, excluding non-distinguishing phrases, and finding the validity and stability of the two scales. Supervisors of youth and sports forums from (1/2/2022) to (15/3/2022) and after completing the application and collecting the questionnaires, the researcher entered and analyzed them statistically, and deliberately compared the scores of the upper group with the scores of the lower group in the scale, and the answers were corrected, and grades were given For each questionnaire, the questionnaires were arranged in descending order from the highest degree to the lowest degree, and (27%) of the questionnaires who obtained the highest degrees were selected and (27%) of the questionnaires who obtained the lowest degrees in the scale, and thus the number of questionnaires in each group reached (47). A questionnaire, and the t-test was used for two independent samples to find out the differences between the averages of the upper and lower groups on each statement. If the value of the error level was less than the significance level (0.05)

Validity (internal consistency coefficient): The researcher has to find the internal consistency coefficient, which is "the correlation coefficient between the scores of each statement and the total score of the scale".

**Table 2:** It shows the internal consistency of each statement of the two scales with the overall score of the scale

Phrase number	Correlation coefficient	Sig	Link indication	Phrase number	Correlation coefficient	Sig	link indication
1	0,26	0,00	moral	26	0,32	0,00	moral
2	0,29	0,00	moral	27	0,43	0,00	moral
3	0,35	0,00	moral	28	0,31	0,00	moral
4	0,56	0,00	moral	29	0,43	0,00	moral
5	0,48	0,00	moral	30	0,42	0,00	moral
6	0,47	0,00	moral	31	0,91	0,00	moral
7	0,57	0,00	moral	32	0,38	0,00	moral
8	0,56	0,00	moral	33	0,43	0,00	moral
9	0,23	0,00	moral	34	0,34	0,00	moral
10	0,55	0,00	moral	35	0,46	0,00	moral
11	0,62	0,00	moral	36	0,33	0,00	moral
12	0,50	0,00	moral	37	0,64	0,00	moral
13	0,95	0,00	moral	38	0,60	0,00	moral
14	0,43	0,00	moral	39	0,61	0,00	moral
15	0,53	0,00	moral	40	0,55	0,00	moral
16	0,43	0,00	moral				
17	0,23	0,00	moral				
18	0,62	0,00	moral				
19	0,59	0,00	moral				
20	0,48	0,00	moral				
21	0,49	0,00	moral				
22	0,36	0,00	moral				
23	0,66	0,00	moral				
24	0,68	0,00	moral				
25	0,53	0,00	moral				

**Scientific basis for the two scales**

**First: The validity of the scale:** The best way to achieve the validity of the scale is to present it to a number of experts and specialists to evaluate its validity to measure the quality for which it was developed, and that the validity of the scale depends on the veracity of its statements and the association of the phrase with an external or internal test, and accordingly the researcher distributed the questionnaire for the two scales to a group of Experts and specialists,

numbering (17) experts, after preparing the two scales and defining the fields and expressions to judge the extent of their suitability in measuring the characteristic to be measured, and the extent of their suitability for the research sample, and in light of obtaining their opinions, and finding the percentage of their agreement, which reached the value of Ca 2 (7.11) and above In accepting the domains and their expressions, as some phrases were modified and deleted in the light of their observations on the scale, and thus the two

scales achieved the validity of the content, and the researcher verified the validity of the two scales through (discriminatory strength + internal consistency) that he referred to in analyzing the phrases statistically, being one of the most important characteristics. The two scales that depend to a large extent on the characteristics of their expressions, which are the discriminatory power of the expressions, and their validity coefficients, thus achieving the validity of the two scales.

**Second: The stability of the two scales:** One of the characteristics of a good scale is the consistency of the expressions of the scale in measuring what it is supposed to measure with an acceptable degree of accuracy. A fixed test is one that gives the same results or close to the same sample or To verify the stability of the scale, the researcher used the following

**The half-partition method:** The researchers adopted the half-partition method, because it is one of the most widely used methods of stability. The researcher may not be able to collect the sample again to re-apply the test, and we do not guarantee the stability of the conditions for conducting the first and second tests. (Ali, 2004) <sup>[13]</sup> To calculate the reliability in this way, the researcher divided the test phrases into two halves, the first containing the phrases with odd numbers, and the other containing the phrases with even numbers, and thus this method gives equivalent scores for the two halves of the phrases (Faisal, 1996) <sup>[14]</sup>.

The stability coefficient between the two halves of the scale was extracted using the simple correlation coefficient of (Pearson) similar to it and under the same conditions, and statistically if the correlation coefficient appeared significant, (Loay, 2010) <sup>[15]</sup> The Cronbach's alpha test was also used to measure the stability of the questionnaire according to the responses of the sample (180). Table (3) shows the results of the test, where Cronbach's alpha values for all study variables and for the tool as a whole were acceptable.

**Table 3:** The value of stability coefficients for the internal consistency of the two research measures

T	The scale	The number of paragraphs	constancy	indication
1	administrative work environment	22	0,85	moral
2	functional alienation	18	0,88	moral

**Research Procedures**

To achieve the requirements of the study and in light of this, the two scales were designed in accordance with the objectives of the research and contain a set of questions to identify the reality of the administrative work climate among the supervisors of youth and sports forums, as well as to identify the reality of job alienation among them. Where the search variables were measured through (40) items. The answers to each item consisted of 5 responses according to the five-point Likert scale

**Exploratory experience**

The researcher conducted the exploratory experiment before

the final application of the research at an appropriate time for the research, by applying the questionnaire, on a sample consisting of (8) supervisors in the youth and sports forums, on Wednesday 3/15/2022 for the purpose of creating the reasons for success when applying the main test on a sample. In order to identify the appropriateness of the paragraphs of the questionnaire, and to avoid any error or difficulty in the final application of the research from another side, the researcher found that the paragraphs of the questionnaire are appropriate in terms of the duration of time, which was a maximum of (20) minutes, and the extent of clarity of the paragraphs.

**The main experiment**

After completing the construction of the scale in its final form and finding the scientific foundations for it, the main experiment was conducted on the research sample (application) as the researcher tested the validity of the hypotheses. A set of descriptive and analytical statistical methods were used, the most important of which are:

**Descriptive statistics:** The study relied on descriptive statistics standards in presenting the general characteristics of the research sample, and among these measures (frequencies, arithmetic averages, and standard deviations). The researcher used the following arbitration standard to judge the degree of respondents' response to the paragraphs of the two scales:

Arithmetic mean	The level
1-2,33	Low
2,34-3,67	Middle
3,68-5	High

**Analytical statistics:** the researcher relied on analytical statistics tests for the purpose of testing hypotheses And examining the relationships between the independent variables, and from these tests:

1. Test of the normal distribution of the study variables. (Kolmogorov- Smirnov)
2. Variance (variance inflation coefficient test) and the permissible variation test) Inflation Factory)
3. To ensure that there is no high correlation between (Tolerance) the independent variables.
4. Simple Regression) analysis - simple regression analysis
5. Multiple regression tests

**View and discuss search results**

After conducting the statistical analysis, reaching the results and answering questions, including the first question: What is the extent of the administrative work climate in youth and sports forums? its components, the individual work climate, and the organizational work climate. Table (4) indicates to the arithmetic means and standard deviations for each paragraph of the administrative work climate, and the arithmetic mean and the total standard deviation for the administrative work climate, and they came at a high level, as the total arithmetic mean for the individual side was (3.73) and a standard deviation (0.67), while the mean was The overall arithmetic of the ethical organizational work climate was (3.96) with a standard deviation of (0.84), while the total mean for the administrative work climate was (3.86) with a standard deviation of (0.61).

**Table 4:** It shows the arithmetic mean, standard deviation, and level of the administrative work climate measure

T	Paragraph	Arithmetic mean	Standard deviation	The level
1	It is difficult to accept different points of view with mine	3.43	1.37	middle
2	I always stick to my opinion	3.23	1.31	middle
3	Look carefully and deeply before making a decision	4.07	0.94	high
4	I stand up for justice at work, even if I am criticized	4.24	0.93	high
5	I defend others at work and do not allow injustice	4.26	0.93	high
6	I believe that for every problem there is more than one solution	4.17	0.88	high
7	Think about the consequences of decision-making from all sides	4.18	0.87	high
8	Before criticizing others, think carefully	4.14	0.95	high
9	Usually think best of others	3.94	0.84	high
10	I don't care what other people think of me	3.30	1.44	middle
11	Do not allow negligence at work	2.47	1.31	middle
12	I listen carefully to the suggestions of others	3.52	1.50	middle
13	Use reason, not emotion, before any decision	3.69	1.13	high
14	Put the public interest above the private interest	3.77	0.86	middle
15	Supervisors look at the ministerial programs in a positive way	3.74	1.09	high
16	We implement ministerial programs without objection	3.78	1.06	middle
17	Forums stick to plans	4.09	0.93	high
18	The Ministry adheres to professional standards	4.22	0.97	high
19	Supervisors are committed to and adhere to work procedures	3.95	1.10	high
20	Supervisors are committed to the objectives and work policy	4.20	1.07	high
22	Lack of resources makes the forums chasing talent	3.96	1.01	high

While the results obtained by the researcher for the job alienation scale By calculating the arithmetic means and standard deviations of the supervisors' responses, sample members The search for the functional alienation scale, according to its constituent dimensions, namely: feeling pessimistic, feeling Dissatisfaction, isolation and dissatisfaction. Table (5) refers to the arithmetic means and total standard deviations for job alienation and its dimensions, and they came at an average level, as the arithmetic mean value for the feeling of pessimism was

(3.15) and with a standard deviation (1.26), while the arithmetic mean value for the feeling of helplessness was (3.08) and a standard deviation (1.13), and the arithmetic mean of isolationism was (3.31) with a standard deviation of (1.07). As for dissatisfaction, its arithmetic mean was (2.75) and a standard deviation of (1.11), and the total mean was to functional alienation (3.07) and a standard deviation (1.03) Schedule (5) It shows the arithmetic means and the total standard deviations to job alienation

**Table 5:** It shows the arithmetic means and the total standard deviations to job alienation

T	Paragraph	Arithmetic mean	standard deviation	the level
1	There is uncertainty about the future career	3.43	1.30	middle
2	There is no ambition in my career	3.17	0.98	middle
3	I am not optimistic about the next future in the forums	3.13	0.92	middle
4	I don't feel like my job is progressing	3.11	0.95	middle
5	My situation does not improve and I will not get incentives in practical	2.97	1.39	middle
6	Lack of opportunities makes participation in decision-making non-existent	3.07	0.84	high
7	I feel that my ability is lacking and that I have no energy in my work	3.30	1.44	middle
8	Difficulty persuading others to discuss programs with my superiors at work	2.47	1.31	middle
9	Crises make it more difficult to complete any work	2.74	1.50	middle
10	We miss finding any solutions to the problems that hinder work	3.72	1.13	high
11	We always receive support and assistance from the Directorates of Youth and Sports	3.78	1.06	middle
12	There is no harmony between forums and civil society organizations at work	4.09	0.93	high
13	My relationship with the forum administrator is only official within the framework of work	3.12	0.97	middle
14	The participation of the forums in the activities of the Ministry is limited to the implementation of official ceremonies and events	3.09	1.10	middle
15	The forum manager treats the supervisors at work in the best way	3.00	1.01	middle
16	The supervisors' sense of belonging to the ministry does not exist	2.58	1.41	middle
17	annoyed at the lack of allocation of activities	2.65	1.46	middle
18	The work I do is within my ambitions and goals	2.91	1.36	middle



In light of the foregoing, the researcher obtained the following results Through the tables above, where the results of the research sample show that perceptions exist The administrative work climate in the forums came at a high level, as the total arithmetic mean of the individual side was reached (3.73) and the total arithmetic mean for the organizational side (3.96), and this indicates the existence of administrative regulations, instructions and codes of work that give each person his right and that supervisors should adhere to in performing their duties The results also showed that the level of job alienation among the sample of supervisors came with an average arithmetic mean, as it reached (3.07), which indicates the existence of a state of job alienation, and this may be due to the prepared programs. This is due to the supervisors and the work used in the forums, as well as the weakness of the incentive system, the weakness of work components, and the absence of specialization in work. The results also showed that there is a correlation of 0.63 between the administrative work climate and the feeling of alienation The job climate also explained the administrative work climate 40% of the change in the feeling of job alienation, and the researcher may attribute this to the importance of the work climate in which the supervisors work and its clear impact on the creativity and keenness of the supervisors and achievement, as the motivation and creativity to accomplish the work does not come in light of the feeling of alienation career among supervisors, and this result was consistent with (the result of the study of Ben Zahi (2007) <sup>[8]</sup> The results showed that there is a statistically significant effect of the individual side on the feeling of job alienation in youth and sports forums. As the individual aspect explains (38%) of the change in the feeling of job alienation, and it was the correlation There is a direct relationship between them and the influence coefficient of the individual work climate was (0.93), that is, the increase One value in the individual aspect leads to an increase in the feeling of job alienation, and this result can be explained by the fact that one of the most important factors that help in building the administrative work climate is the transparency, clarity and organizational values held by the supervisors. As for the direct relationship between them, the researcher may attribute that The feeling of alienation is the result of the difference in the values and principles that the individual holds and what the forums are, and this confirms the role of the Directorates of Youth and Sports in supporting these forums as well as the Ministry and the extent of its influence on the beneficiaries as well as the supervisors. Likewise, there is no statistically significant relationship for the organizational side on job alienation in youth and sports forums, and the researcher attributes this to weak support for supervisors as well as forums and commitment. With legislation, procedures and laws that force them to work within the ministerial curricula and without any support.

## Conclusions

**In light of the results obtained by the researcher, he concluded the following**

1. Building a measure of the administrative work climate for supervisors of youth and sports forums.
2. Building a measure of job alienation for supervisors of youth and sports forums.
3. Variation in the level of administrative work climate among forum moderators at a medium level

4. The level of job alienation was high among the research sample.

## Recommendations

**In light of the findings, the researcher recommends the following**

1. Taking care of the work environment in terms of establishing an effective and fair incentive system and working with transparency.
2. Focusing on the role of supervisors and empowering them, and striving to qualify other cadres capable of assuming responsibility.
3. The need to strive to build an organizational culture that is capable of pushing supervisors towards creativity and dedication to work, especially volunteer work.
4. Conducting future studies looking at other variables that affect the performance of supervisors and the work of forums.

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