



## Explaining the Position of Women's Management System in National and International Sports Associations

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**Purpose:** In Iran, women have major challenges and are in high conflict between the elites and the rulers. In many cases, society still emphasizes the maternal role of women more than her entry into the public arena, and this is in the fundamental contradiction of the women's management system in various forums. Accordingly, the purpose of this study is to present the pattern of the status of the women's management system in the sports assemblies.

**Methodology:** This study was performed in a combined method, the first part of which is the basis of the basis and the second part was done by scrolling. The statistical sample in the first part of the 16th sportsmen and professors and senior sports managers and in a few 141 people were studied. Data analysis in three stages of coding was open, pivotal and nucleus. In the quantitative section, the model and assumptions have been tested using the navigation method.

**Findings:** With the analysis of 16 deep interviews and the implementation of these interviews, 125 meaningful concepts and propositions are extracted, and then from these 125 concepts, 141 corresponding concepts are pulled out. The overlap and meaning of many of the corresponding concepts led the researchers using their theoretical sensitivity to introduce and explain these 141 concepts to 27 sub-categories and ultimately 27 sub-categories with ten main categories. These ten subcategories consisting of; Identity in managerial spaces, the ability to divide, overcome gender spaces, effective control, planning, networking and communication skills, field and leadership, social support for women's management, exercise management and organizational efficiency, which are more abstracted by coding. Selection, a nuclear category as "the position of the women's management system in sports assemblies in the context of overcoming gender spaces and gaining social support for women's management in the ability to divide and organizational efficiency with women's intervention and communication skills based on field strategies and leadership, program. The centrality and management of management, despite the consequences of identifying in managerial and effective control spaces in Iranian society, appear to be realized in Iran, "which can cover all other categories.

**Conclusion:** Considering the weakness of existing theoretical models in the field of the position of women's management system in sports associations, a new approach to explaining the management system of women in sports in Iran can help the health of women's sports.

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## 1. Introduction

The entry of women into the public arena has discovered many of them talents, and they were gradually provided for more specialized and masculine jobs, and many masculine jobs and even managerial posts became women. Over time, the situation has become such that today, in industrialized countries, the concept of gender in management and jobs is completely ignored, and the expertise and ability to replace many of the past gender stereotypes. Of course, this situation is different in many developing countries and women are at the beginning. Although the number of women in the workforce is increasing, their progress in management jobs has not been noticeable. However, research conducted to identify men's superiority in management does not distinguish the monopoly manager. Research shows that future management requires greater and efficient use of women's potential for management (Suleiman Pur Ali et al., 2016: Mehdizadeh et al., 1398: 46). The evolution of the role of women and the increase in their participation in social and economic activities is one of the indicators of the development of the countries (Motaghshahri et al., 2014: 10). Undoubtedly, to achieve balance and equality and eliminate discrimination, it is not possible for women to participate in the decision-making process at different levels of society. It is necessary for women to be able to participate in the decision-making process at different levels of society. Many societies have achieved significant successes in this regard, including in northern Europe, such as Norway, Denmark and Finland, more than 40 % of women's decision-making positions, and in the United States in 1990-1990, the ratio of women in women's jobs in management jobs but many developing countries have not achieved much success in this regard (Yazdkhti et al., 2009: 131). Because environmental factors such as media coverage of sports events, cultural issues, patriarchal organizational culture have a deterrent role in promoting women to managerial positions, while individual factors do not have the role of deterrent to promote women to management posts (Mand Ali Zadeh and Ehsani, 2013: 35). The acquisition of women's management jobs provides the ground for their participation in other matters, which in turn increases self-esteem, an independent identity and a sense of satisfaction, their more active participation in the country's flourishing, improvement of status and success and social growth. They become the whole of society. Therefore, in the first step it is a human and moral necessity (Yazdkhvasti et al., 2009: 134). In the field of management in the field of sports, the importance of women's management is not hidden, and the important thing is why, despite half of the human resources of society, women and have a potential to increase the level of community productivity, their presence in community management jobs and to Special sports organizations are so small. For example, why, with the increase in the level of women's education in the field of sports science and increasing their presence in the complementary school, the share of women in the country's sports management is still very low (Motaghshahri et al., 2014: 11). On the other hand, most men's superiority prevents women from achieving sports leadership internationally, with less than 15 % of them leadership in sports (Laura, 2014: 156) and Hidden Power Operations, which are generally masculine. There is a place and for some women leads to their final resignation from the Sports Organization (Valja et al., 2014: 212). Management capabilities affect productivity positively, in addition, gender diversity in the senior management team positively moderates this relationship. In other words, when the management team is more balanced in terms of the number of men and women, management capabilities have a greater impact on productivity (Royce-Jimens et al., 2016: 108). The development of women's entrepreneurship management also requires the need to pay attention and increase social support in the country's sport, as the development of women's entrepreneurship management in sports, the development of women's sports and the improvement of the quality of life of the community and the stability of the country's sport will be (Mand Ali Zadeh and Ehsani, 2013: 33). So today women's sport is changing as a result of the increasing growth of human science. The attention of science to sport is one of the essential principles in its development. Since the early 1970s, there has been a significant increase in the participation of girls and women in physical and sports activities (Rasak, 1400: 746). Accordingly, it is necessary to explain the role of women's management in national and international sports assemblies to provide the country's management ground for sustainable development. In Iran too, the situation of women has major challenges and is in high conflict between the elites and the rulers.

In many cases, society still emphasizes the maternal role of women more than her entry into the universal field, which is in a fundamental contradiction with the position of the women's management system in various forums. In many cases, for women to enter the management areas, empowerment is one of the most important strategies that the experiences of successful countries in this area are strong arguments. Today, empowerment of women and their full participation is based on equality in all areas and affairs of society, including participation in the process of decision-making, management and access to power to achieve equality, development, and so on. Given the necessity and importance of this, many societies, including Iran, are one of the key challenges of women to participate in employment and especially levels of management, especially in the various levels of management. This is while the Constitution of the Islamic Republic of Iran is a good basis for women to achieve their tricks and to obtain close to all jobs in society for women, and existing laws are not an obstacle to women's management progress. Now, despite the need to discuss women's participation in management and decision-making levels, it is necessary to explain and model the position of women's management system in national and international sports assemblies using elite votes in this field.

Women's management begins in the first steps of the family and extends to the community. Educated women can generally be very capable in management and, by proving their capabilities and abilities in management knowledge in the administration of family affairs and responsibilities, and gain the management of the affairs. In such a situation, they invite others to participate and cooperate closely and closely with their colleagues to succeed and succeed in all fields. There is no difference between the leadership style of men and women, and women who are looking for non-traditional management professions reject the perception of life, and their needs and values and styles are like men who are looking for management professions (Fath Abadi Pour, 2012: 17).

The women's management system has been basically a function of inter-household gender differences in simple decisions. Management for women has begun from the daily decisions within the family and this method has been practiced by accepting the roles outside the stereotypes (Sharon et al., 2022: 693). Women's management is one of the most important challenges of the new age in terms of women's work and job. In fact, today the social presence and participation of women at the community level is one of the characteristics of development, while developing countries, despite the need for active presence of women in various economic, social and managerial fields, but a targeted effort to They do not resolve these challenges. Of course, the management of women in other countries has made significant gains, but the general tendency of most government agencies in some developing countries is focused on choosing male managers. In the meantime, the gender factor seems to be more than competent and capable (Esfidani, 2002: 67). Although the number of women working as a manager is increasing today, in 1970 women in similar jobs were 45 percent less than they received, and after forty years, the disagreement reached about 19.9 % and still It has not equalized in many countries (Rumpl, 2010: 12).

One of the important indicators that is considered as the criterion of gender development and women's empowerment is the amount of women's participation in the country's macro decisions as well as their presence in management positions (Nasir et al., 2015: 380). Despite the plans made in this area, the presence of women in management positions is still not visible, and it seems that women are facing many problems and problems in their management levels (Ja'farnejad and Esfidani, Esfidani. 2005: 79). The statistics indicate the lack of use of women in management and in many countries the world is in a very unfavourable position (Ebrahimpour et al., 2011: 3).

In 60 Countries is Between 20 and 40 Percent, Indicating a Very Low of Women in Higher Management (Goodman et al., 2003: 477). In Line with the Small Contribution of Women in Management Posts, Female Manages often Cite Behavioural Explanations Such as Stereotypes, While Male Managers Tend to Promote Organization, Ability and Jumblement as Looking for Senior Management Posts, to Mention (Okley, 2000: 322). Throughout History, People with Power Have Been Using to Suppress People without Power and Were Mostly Victims of Women. The solution for the women in leadership posts is that's that that is the they that is Taken Seriously, but if the dream to be rejected (Okley, 2000: 322).

Jafari et al. (1398) In a Study Titled "Role of Women in Sport Management of the Country with Futurizing Approach" has before the model of Women's Role -Playing Role in the Country's Sports Management and Showed the Over the Framework of Women's Inc. Uding Four Future Opportunities, Analysis, Analysis the Bottlenecks Were A forward -Looking, Implementation and Revision that Each Layer Has the Output of Separation, Repertory, Key Factors, Road Conservation, and Performance, Respectful. Mollai et al. (1399) Has Analysed Related to Women's Management In Government Agents in a Study Entitled "Eligible to Identify The Barriers to Promotion of Women to Management in Iranian Government or Ion in Four General Categories; Cultural-Social Barriers, Political Barriers, Organizational Barriers, and Individual-Family Barriers.

## 2. Methodology

This study was performed in a combined method, the first part of which was done by the Foundation's quality data method. The statistical population includes sports experts, professors and senior sports managers, which targeted 16 of them as an example of a bilateral collaborative conversation. The selection of qualitative research participants is aimed at gaining the most information on the phenomenon under study, and therefore sports experts and professors and senior sports managers have the most information in this field. The end of the sampling is and be theoretical saturation, and theoretical saturation is achieved when additional data does not help to complete and identify a theoretical category, and the samples appear to be similar. Data analysis in three stages of coding was open, pivotal and nucleus. In the quantitative section, the model and assumptions have been tested using the navigation method.

## 3. Findings

In order to achieve the main purpose of the research, the research pattern theory is formulated and this formulation is coded in three main stages. In the first stage and open coding to build theory in the qualitative method of theory requires deep interviews. Accordingly, the researcher has conducted deep interviews with 16 sports experts and professors and senior sports managers in the country to extract the theoretical pattern or theorizing process. The results of the data analysis were presented based on the three stages of coding, and in the open coding phase, more than 125 meaningful concepts and proposition were extracted, which was pulled out in the following stage 141. Since these categories have a conceptual connection with each other and can be easily categorized. At the core stages of the concept of data, the main characteristic of the contextual theory strategy is to explain the theory process by analysing the categories. As for the proper naming of the categories, asking arrogant questions, comparing and inferences of a new, integrated and realistic design of the mass of raw and organized data, it requires special creativity, and given the creativity, theoretical sensitivity should be a remedial. From the professional experience, the study of the texts, the personal experience, and the data analysis process during the research adds to the theoretical sensitivity. Theoretical sensitivity is important because qualitative research and fundamental theory seek meaning to data. Following is the coding process of 141 corresponding concepts of 27 extracted categories that have a conceptual connection. Also, due to the semantic proximity of many central categories in the axial coding stage 26 existing categories have been converted into 10 central categories.

Finally, after a closer examination and link between the concepts of the category, 10 central categories were obtained, including: identity in managerial spaces, divisional ability, overcome gender spaces, effective control, planning, networking and communication skills, field And leadership, gaining social support for women's management, are the management and organizational efficiency exercise that, with the greater abstraction of these categories in the selective coding stage, a nuclear category as "the position of the women's management system in sports assembly in the context of gender spaces and gain support. Social of women's management in the context of the ability to divide and organizational efficiency with the intervention of women's communication and communication skills based on strategies; Fielding and leadership, planning, and management practice, despite the consequences of identifying managerial spaces and effective control in

Iranian society, appear to cover all other categories. The following table shows the results of the data analysis in the coding process.

**Table 1.** Output of axial and selective coding steps

The final core category	Core categories	Subcategories
The position of women's management system in sports associations in the conditions of overcoming gender spaces and attracting social support for women's management in the context of the ability to divide work and organizational efficiency with the intervention of women's networks and communication skills based on strategies; Field management and leadership, program-oriented and management practice can be realized despite the consequences of identification in managerial spaces and effective control in Iranian society.	Identification in management spaces	A review of gender stereotypes
		Believing in effective identities
		Accepting new identities
	Ability to divide work	Organization of employees based on ability
		Allocation of posts in work areas
		Recruitment
	Overcoming gendered spaces	Eliminating male management schemas
		Stop representing gender stereotypes in the media
	Effective control	Personnel control
		Process control
		Organizational control
	program oriented	Continuous planning
		visioning
		Short-term goal setting
	Field management and leadership	team building
		Participatory and effective presence
		Decision making and decision making
	Attracting social support from women's management	Cultivation for women's management
		Lack of obstacles in the management of women
		Acceptance of women's empowerment by colleagues
	Management practice	Home and family management
		Role play
	Organizational efficiency	Respecting the organization's values
		Alignment of female managers with society
		social responsibility
	Networks and communication skills	Inter-organizational relations
		Interaction and cooperation with male managers

In the third stage of selective encoding, the three main codes are needed to explain this management system while explaining the status of the women's management system in sports assemblies. In the first step, the women's management system in sport requires serious development, because the contributions and theoretical literature of women in management positions, especially in sports management, are extremely low, and serious steps must be taken to develop it in the macro dimension. And it is necessary in the wisdom dimension. Another important issue in this area is to increase the efficiency of women's sports management.

Many people believe that the same number of female managements in sport was not very effective and management weaknesses have been evident in these posts. Ultimately, the presence of women in sports posts requires stability and persistence, and it is necessary for women working in this post to change governments to continue the growth and development of women in sports. The last step is to codify the selective coding stage, in which the codes obtained in the coding stage continues at a more abstract level. The purpose of this is to integrate and refine the categories obtained at the coding stage. It is at this stage that the formation and link of each category with other categories is described and the final core is obtained, which covers all concepts and categories. Based on the final and abstracted of other major categories, sports experts and professors and senior sports managers in their experience of causal conditions, context and consequences of women's management system in the country experience, understand, or experience the implications of the women's management system in the country. imagine. They have explained the women's management system in the country in a specific interactive context that if these conditions are provided wherever they are, the expectation of the women's management system in sport will be reasonable.

Overall, the findings of the present study showed that the women's management system in the country is realized in different circumstances. Sports experts, professors and senior sports managers have expressed different approaches to the women's management system in the country, but they have all reached a united opinion by the name of a native theory. In general, they all agree on the fact that the women's management system in the country can succeed, but each of the different approach has looked at this issue and has given different answers to the key question. In a general approach, all the findings can be drawn in a paradigm model for better understanding. As shown in the figure below, this model has sections; Causal conditions are the main phenomenon, underlying conditions, interventionist conditions, strategies and consequences. The central phenomenon of this model is the women's management system in the sports assemblies that focus on the qualitative interviews and theoretical and conceptual information of sports experts and professors and senior sports managers related to the women's management system in the country. Its central phenomenon has three main components (development, efficiency and stability). This means that the women's management system in the country needs development in the first step and it is necessary to increase women's tenure in management positions, and then to teach female managers to ensure their management stability.

Also in this model causal conditions include two components; Overcoming gender spaces and gaining social support for women's management. These two categories, as Ali's conditions, are the main reason for the success of the women's management system in the country. Since women's management has been influenced by the patriarchal system not only in Iran, but around the world in recent years. Thus "overcome gender spaces" with two crops; Removing men's management schemes and stopping the representation of gender stereotypes in the media can be an important reason for the success of the women's management system in the sport. In addition, women need "social support for their management" to flourish. This is achieved through culture for women's management, lack of work in women's management, and the acceptance of women's adoption. In addition to the success of the success of the women's management system in the sport of the country, there are also platforms where the success of this management system is in the context of the ability to divide and organizational efficiency. Undoubtedly, achieving such goals without regard to these platforms will have a problem. Because it will not be successful in managerial posts regardless of a precise division of work and lack of efficiency. Hence the division of work with components such as; Employee organization is based on capability, allocation of posts in the fields of work, and principled management of management that can provide the basis for the success of the women's management system in management. In addition to these components; Respect for the values of the organization, the alignment of female managers with society and social responsibility should not be overlooked. The success of the women's management system in the country's sport can accelerate or slow by interfering with "networks and communication skills". Accordingly, no matter how much a female manager has experienced a large part of inter -organizational relationships and interaction and cooperation with male managers, the success of this management system will be guaranteed. Nile strategies to the success of the women's management system in sport as the most

important part of the model, include strategies that require women's management to succeed, including three main components; Fielding and leadership is planning and management. Accordingly, women working in management posts by adopting these three important strategies can guarantee the success of the women's management system in the country's sport. In the first component of team -based and team -based leadership, participatory and effective presence, decision -making and decision making can be a strategy for managing success in both women and men. In addition, having a program is a general strategy in management around the world, and ultimately the practice of managing women from home and small environments can be practical strategies for the success of the women's management system in the country's sport. Finally, the last part of the research paradigm model is the consequences of the women's management system in the country's sport. These consequences are both cause and result. Because these consequences can directly affect the women's management system in the sport of the country and they can also be the direct result of the women's management system in sport. These consequences include two important components; Identity is effective in management and control spaces. Women successfully in management posts can review identity processes And after believing in their influential identity, they accept the acceptance of new identities in the form of management posts as an important result. Also, the effective component of controlling as a desirable consequence of personnel control, processes and the organization can develop the women's management system in sport.

### Quantitative findings and model measurements

The model measurement section shows the relationships between the components with the items and the purpose of ensuring that the hidden variables are correctly measured by the observed variables. This section of the model specifies the relationship between 27 variables observed with 10 hidden structures. According to the results, all items in relation to the specified structure have positive standardized loads and critical ratio statistics greater than 1.96, which significantly supports the positive relationship between the items and the designated structures and uses the appropriate and acceptable. The validity of the items of each of the structures has supported. Also, the diagnosis coefficients of the items are between 0.92 and 0.95, indicating the explanations of the components. Therefore, the items of each component have a factor validity. The composite table statistics below show these values.

Table 2- Coefficient and Testing of Model Factor in Secondary Confirmation Factor Analysis

statistics of test			coefficients impact		Constructs and items		
Error probability	Critical statistic	standard error	nonstandard	Standard	Variable	direction	item
			1.000	.787	WM	<---	F1
***	4.027	.461	1.855	.832	WM	<---	F2
***	4.254	.583	2.482	.976	WM	<---	F3
***	4.163	.428	1.784	.952	WM	<---	F4
.028	2.192	.022	.048	.183	WM	<---	F5
.041	2.046	.269	.550	.619	WM	<---	F6
***	3.511	.276	.969	.459	WM	<---	F7
***	3.553	.355	1.263	.427	WM	<---	F8
.002	3.137	.307	.964	.354	WM	<---	F9
.027	2.208	.035	.078	.130	WM	<---	F10
			1.000	.358	F1	<---	f1_1
***	4.428	.443	1.963	.780	F1	<---	f1_2
***	3.605	.390	1.404	.355	F1	<---	f1_3
			1.000	.574	F2	<---	f2_1

***	6.947	.155	1.075	.586	F2	<---	f2_2
***	7.527	.146	1.099	.760	F2	<---	f2_3
			1.000	.762	F3	<---	f3_1
***	9.857	.086	.847	.670	F3	<---	f3_2
			1.000	.625	F3	<---	f3_3
***	9.522	.132	1.257	.800	F4	<---	f4_1
***	8.196	.170	1.394	.641	F4	<---	f4_2
			1.000	.141	F4	<---	f4_3
***	6.744	.242	1.635	.731	F5	<---	f5_1
.007	2.676	.068	.182	.709	F5	<---	f5_2
			1.000	.217	F5	<---	f5_3
.003	2.932	.041	.119	.414	F6	<---	f6_1
***	6.763	.051	.344	.400	F6	<---	f6_2
			1.000	.732	F6	<---	f6_3
***	8.347	.102	.855	.703	F7	<---	f7_1
***	8.125	.118	.959	.696	F7	<---	f7_2
			1.000	.878	F7	<---	f7_3
***	7.890	.062	.488	.570	F8	<---	f8_2
			1.000	.646	F8	<---	f8_1
			1.000	.799	F9	<---	f9_1
***	9.408	.125	1.175	.730	F9	<---	f9_2
.044	2.013	-1.083	2.181	-.186	F9	<---	f9_3
***	11.387	.083	.945	.851	F10	<---	f10_1
			1.000	.951	F10	<---	f10_2
***	3.657	.298	1.091	.893	F10	<---	f10_3

F10\_3 <3 <--- F10.893 1.091 .298 3.657 \*\*\*

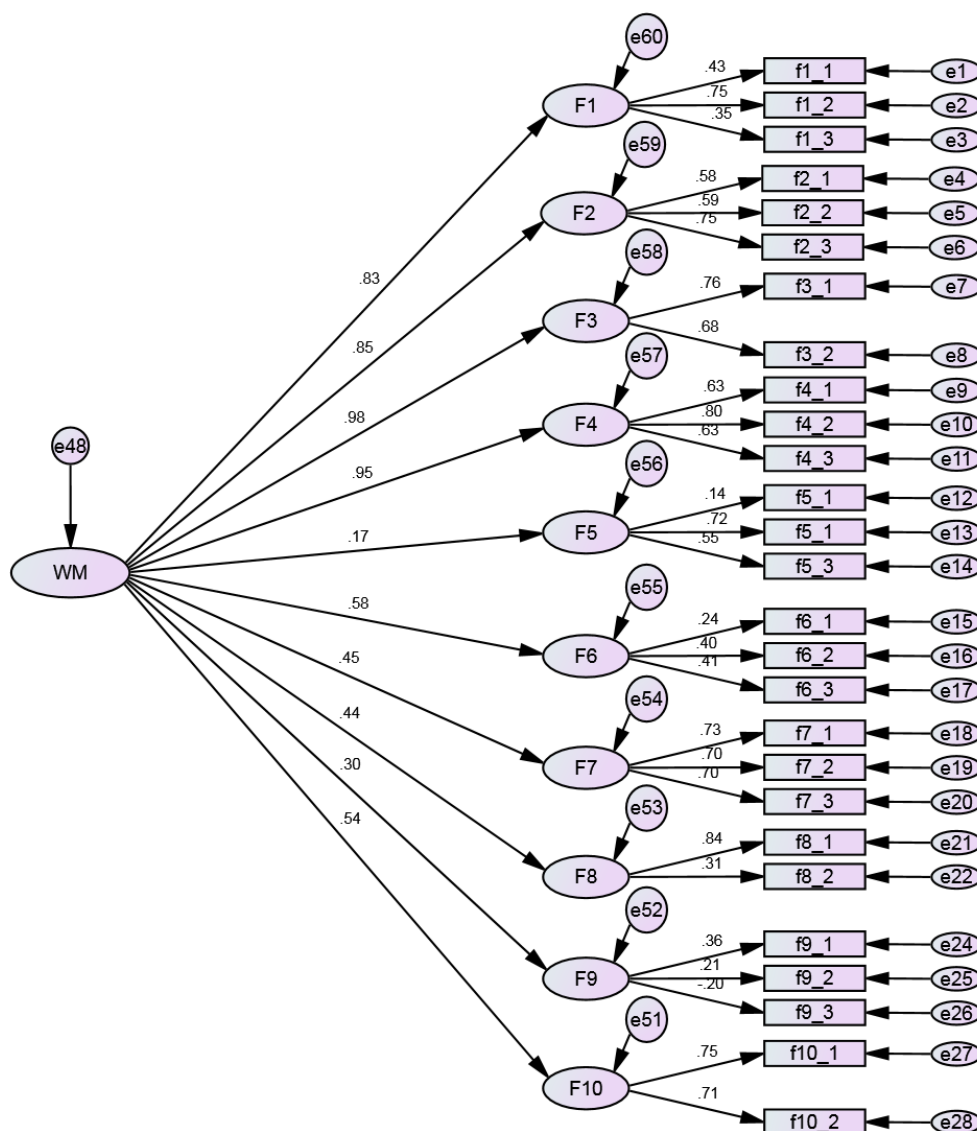
The model measurement section shows the relationships between the components with the items and the purpose of ensuring that the hidden variables are correctly measured by the observed variables. This section of the model specifies the 27 -variable relationships with 10 hidden structures and one main structure (WM's women's management system). In this regard, regression weights are referred to in order to investigate the significant difference between the obvious variable effect on the hidden. The value (C.R) is the value that is read in critical ratio. This value derived from the calculation of the ratio of the non -standard value for the parameter (S.E) calculated for the same parameter indicates the extent to which the value of the zero hypothesis is zero if the value of this parameter is rejected. There is an error limit. Three stars (\*\*\*) in the (P) section means confirming the hypothesis with zero value. In the table above, judging leads to a significant difference between the calculated coefficient and zero to zero degrees of error. Given that up to 5 % of the error rate is acceptable, so the final result is that the parameter calculated in all cases has a significant difference with zero. Therefore, the following inferences are also confirmed as assumptions.

Table 3- Coefficient and Testing of Research Includes

Research conclusions			coefficients impact		statistics of test			
object	direction	Variable	Standard	nonstandard	standard error	Critical statistic	Error probability	result
Identification in management spaces	<---	Management system of women in	.833	1.000				Confirmed

Ability to divide work	sports associations	.850	1.495	.461	4.027	***	Confirmed
Overcoming gendered spaces		.977	1.941	.583	4.254	***	Confirmed
Effective control		.950	1.403	.428	4.163	***	Confirmed
program oriented		.170	.080	.022	2.192	.028	Confirmed
Field management and leadership		.578	.437	.269	2.046	.041	Confirmed
Attracting social support for women's management		.452	.745	.276	3.511	***	Confirmed
Management practice		.442	.978	.355	3.553	***	Confirmed
Organizational efficiency		.304	.312	.307	3.137	.002	Confirmed
Networks and communication skills		.542	1.103	.316	4.729	***	Confirmed

In the statistical inference of the study, the relationships between variables have been analysed and analysed, and by using structural analysis statistical tests, including the second -order factor analysis, the relationship between variables and research inferences has been discussed. Since there is no hypothesis in this study, the relationships in the qualitative model extracted for testing and validation are considered as inference or hypothesis. In the first deduction of identity in the management spaces of the Women's Management, it is effective in sports assemblies. In the second inference, the ability to divide the women's management system is effective in sports. In the third inference, the conquest of gender spaces is effective on the women's management system in the sports assemblies. In the fourth inference, effective control over the women's management system is effective in sports assemblies. In the fifth program of the program, it is effective in the women's management system in the sports assemblies. In the sixth inference of field management and leadership, the women's management system is effective in sports. In the seventh inference, social support for women's management is effective in the women's management system in the sports assemblies. In the eighth inference of management exercise, it is effective in the women's management system in sports assemblies. In the ninth inference, organizational efficiency is effective in the women's management system in the sports assemblies, and ultimately the tenth inference of networks and communication skills is effective in the women's management system in the sports assemblies.



Model # 2- Second-order confirmation factor model for measuring 10 main variables of research and research inference test

#### 4. Conclusion

In the past, various people and institutions tried to respond to the creation and increase of children's enthusiasm for learning and to support children for development, and in this field, some of the most efficient and coherent efforts have come in the form of preschool education. In the educational systems of different countries, this period has always been faced with serious questions and challenges, and the role of educational activities and the quality of educational programs in the preschool period has been considered in improving the quality of the educational systems of the primary period, and one of the reasons for this is the researches related to educational activities and the contents of the programs. It is educational and educational in improving the performance quality of preschool children. Therefore, examining the educational activities in the preschool period is very important for future planning. As a result, the current research was conducted with the aim of evaluating the implementation of educational activities in the preschool period.

Today's society has seen women enter the public and managerial arena more than ever before, with its advances in the field of equality and combating gender stereotypes and eliminating old patterns. In addition,

women's entry into the top corporate has had many issues with them. Although the number of women in the labour force is increasing, their progress in management jobs has not been tangible and still needs to be improved in this field. Undoubtedly, the educational status of women has also played an important role in employment and improving their social and occupational status, and in recent years the share of employment of women with higher education in Iran has increased dramatically. In recent years, academic girls have been far greater than boys. It should be noted that with the increase in the education of women and girls in the community, their job position has not yet experienced the need for the needy, and the management has been far more unfavourable. Existing theoretical literature and earlier research acknowledges that future management requires the use of more potential women's power in various management, because the use of this enormous capacity will lead to increasing widespread structural developments in society. In the most basic reason for women's presence in management, the issue of justice in society is to be mentioned, because it is far from justice that women have little to do with management despite their high ability. In addition, for the success of today's organizations, it is necessary to use all the specialties and abilities that are a significant portion of women. Increase their management in sports and sports management. The field of women's entry into management has favourable consequences that can be used in the potential of half of the community and steps to achieve equality and empowerment. Is. With the entry of women into the public arena, they were provided with management posts, with management theories under this transformation, and gender management's views entered the field of management. Accordingly, given the different social status of women in many countries around the world, these theories were challenged for all societies, and the need for indigenous patterns to explain the women's management system in different societies was felt more than ever before. On the other hand, given the weakness of the theoretical patterns of the women's management system in the sports assembly, the researchers sought to make a new approach to explaining the women's management system with an indigenous model of sports experts and professors and senior sports managers. Create sports in Iran. In order to achieve this goal, the qualitative method of theory has been used and, in this way, to extract the theoretical pattern or theorizing process, researchers have conducted deep interviews with 16 sports experts and senior professors and sportsmen in the country.

These people are directly involved in the country's management and executive processes and have high knowledge and experience. In this regard, the results of data analysis based on the three stages of coding showed that more than 125 meaningful concepts and propositions were extracted at the open coding stage, and then 141 concepts corresponding to these meaningful propositions were pulled out. Following is the coding process of 141 corresponding concepts of 27 extracted categories that have a conceptual connection. Also, due to the semantic proximity of many central categories in the core coding stage 27 existing categories have been converted into 10 central categories, including: identity in managerial spaces, divisional ability, overcoming gender spaces, effective control, programmers, networks and networks. Communication, field and leadership skills, social support for women's management, management and organizational efficiency are more abstract at the selective coding phase, a nuclear category as "the position of the women's management system in sports assemblies in the context of gender spaces. And attract social support for women's management in the context of the ability to divide and organizational efficiency with the intervention of women's communication and communication skills based on strategies; Fielding and leadership, planning, and management practice, despite the consequences of identifying managerial spaces and effective control in Iranian society, can be achieved "that can cover all other categories. Although the research participants have implicitly referred to some of the sub -categories, it is the construction of most of the main and dedicated categories of the researchers' minds, which have been categorized due to existing theoretical sensitivity. Theoretical sensitivity adds to the theoretical sensitivity through the professional experience, the study of texts, personal experience, and the process of data analysis during the research. The qualitative pattern of obtained showed that the position of the women's management system in the sports assemblies was expandable and this is possible with conditions and areas. Although there are some theories to explain this position, these theoretical approaches alone cannot explain the management status of women in sport.

Accordingly, it is necessary for those who develop theoretical discussions that are involved in women's issues in the field of management. Because they have enough experience and knowledge in this field, they can present a new theory. The theory process in this study is based on the reliance on qualitative data from several deep interviews. In the process of analysis of interviews, each interview is made by Strauss and Corbin (2011) and by using the interview coding process, the propositions into concepts and concepts are subdivisions, and ultimately ten main categories of all subcategories. And the ten sub-categories have become a theory in an elaborate aggregation. This theory is important in several ways. First, there are such components in none of the existing theoretical literature, and secondly, this theory will be effective in describing and explaining Iranian society. Also, with a simple and basic comparison, this theory can be compared to the most general management theories. In all management theories there are several general principles that include; Planning, organization, leadership, and control are all of which exist in extracted theory.

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