

The Design of a Strategic Plan for Iran Female Championships

Nazanin Rasekh^{*1} - Seyyed Nasrollah Sajjadi² - Mehrzad Hamidi³
- Mohammad Khabiri⁴

1. Ph.D. Student of Sport Management, Faculty of Physical Education and Sport Sciences, University of Tehran, Tehran, Iran, 2,3,4. Associate Professor, Sport Management Department, Faculty of Physical Education and Sport Sciences, University of Tehran, Tehran, Iran

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Abstract

It is believed that strategic planning is a kind of planning for future. The aim of the present study was to design and determine a strategic plan for Iran female championships. It was an applied study in which the mixed method (qualitative-quantitative) depending on data collection was used. The review of related literature and the viewpoints of the members of the strategic association (including research team and female championship experts) as well as a researcher-made questionnaire were used to collect the data. The validity of this questionnaire was confirmed by the members of the strategic association and the reliability was confirmed by Cronbach's alpha ($\alpha=0.93$). The statistical population of the study consisted of 172 subjects and 118 subjects were determined as the sample of the study based on Morgan Table. Four strengths, nine weaknesses, seven opportunities and 11 threats were determined by binominal test (to determine the magnitude of each SWOT factor), Delphi method and strategic analysis; they were ranked by Friedman test. Strengths, weaknesses, opportunities and threats were analyzed and eigenvalues were determined. The results showed that Iran female championships had to use defensive strategies. To minimize weaknesses and to avoid threats, it was suggested to determine strategic plans, to select appropriate strategies such as patterning, to design and build sport facilities with respect to cultural, social and climate demands, to provide prerequisites and to host international sport events for women.

Keywords:

championship, Iran, strategic plan, SWOT analysis, women.

* Corresponding Author: Email: n_rasekh663@yahoo.com, Tel: 00989397919092

The Relationship Between Social Capital and Quality of Work Life in Employees of Sport and Youth General Office of Western Azerbaijan Province

Mir Hassan Seyed Ameri¹ - Osman Savareh^{*2} - Loghman Ebrahimi³

1. Associate Professor of Sport Management and Planning, Department of Sport Management, Faculty of Physical Education and Sport Sciences, Urmia University, Urmia, Iran, 2. MSc of Sport Management and Planning, Department of Physical Education, Islamic Azad University of Piranshahr, Piranshahr, Iran, 3. PhD Student of Counseling - Allameh Tabataba'i University, Tehran, Iran

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Abstract

The aim of this study was to investigate the relationship between social capital and quality of work life in Sport and Youth general Office of Western Azerbaijan province. This study was correlational carried out as a field. The statistical population consisted of all employees in Sport and Youth general office of Western Azerbaijan province ($N=68$). The statistical sample equaled the statistical population. To collect data, Social Capital Questionnaire ($\alpha=0.85$) and Walton's Quality of Life Work ($\alpha=0.95$) were applied. For data analysis, descriptive and inferential statistics (Spearman correlation coefficient, multiple regression) were utilized. The findings showed a positive and significant relationship between social capital and quality of work life ($P=0.01$, $r=0.68$). Furthermore, the findings of regression analysis revealed that out of the categories of quality of work life, safe and healthy environment, social dependence on work life, the development of human capabilities, and a fair and sufficient payment could remarkably predict social capital.

Keywords

cognitive dimension, job satisfaction, quality of work life, social capital, structural dimension.

* Corresponding Author: Email: Hiva.savareh62@yahoo.com, Tel: 00989149428825

The Factors Related to National Production and Iranian Labor and Capital Support in Sport

Seyyed Mohammad Kashef^{*1} - Behzad Ahadi² - Chalak Majidi³

1. Associate Professor of Sport Management, Faculty of Physical Education and Sport Sciences, Urmia University, Urmia, Iran, 2. PhD Student of Sports Management, Faculty of Physical Education and Sport Sciences, Urmia University, Urmia, Iran, 3. PhD Student of Sports Management, Faculty of Physical Education and Sport Sciences, Kharazmi University, Tehran, Iran

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Abstract

The aim of this study was to examine the factors related to national production and Iranian labor and capital support in sport from the viewpoints of the participants in 11th cultural sport Olympiad of male university students. In this descriptive study, conducted as a fieldwork, 331 out of 2400 participants in this Olympiad were selected by simple random sampling method (267 athletes, 29 coaches and 35 attendants). A researcher-made questionnaire was used to collect the data which was adjusted by available literature and theoretical background. The data were analyzed using exploratory factor analysis, Kolmogorov-Smirnov test and Pearson correlation. The results showed five factors as influential factors including human resource development and government policies, the role of producers and economic agents, the role of Ministry of Sport and Youth, the role of culture of society and advertising.

Keywords

Iranian capital, national production, sport, students Olympiad, support.

* Corresponding Author: Email: mm.kashef@yahoo.com, Tel: 00989143481460

Modeling the Effect of Work Motivation on Employees' Organizational Citizenship Behaviors in Sport and Youth Offices of Chaharmahal-va-Bakhtiari Province

Mohammad Reza Moradi^{*1} - Morteza Babaei² - Seyed Saadatollah Salehi Sadati³

1. Assistant Professor, Physical Education Department, Literature and Humanities Faculty, Shahrekord University, Shahrekord, Iran, 2. MSc. of Sport Management, Islamic Azad University, Mobarakeh Branch, Mobarakeh, Iran, 3. Assistant Professor, Physical Education Department, Humanities Faculty, Islamic Azad University, Arak Branch, Arak, Iran
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Abstract

This study aimed at examining the effect of employees' work motivation on organizational citizenship behaviors in Sport and Youth offices of Chaharmahal-va-Bakhtiari province. All employees ($N=152$) in these offices completed Motivation Sources Inventory (Barbuto et al., 2004), and their leaders evaluated their organizational citizenship behaviors by Organizational Citizenship Behavior Scale (Podsakoff et al., 1990). Out of 150 distributed questionnaires, 140 (92.5%) were returned and considered as the sample of the study. Results showed a significant and positive relationship between dimensions of work motivation and OCB ($r=0.29$, $P<0.01$). Multi-regression analysis also revealed that two dimensions of work motivation (internal self-concept motivation and instrumental motivation) could predict OCB significantly. Structural equation modeling showed that 24% of variance of OCB could be explained by work motivation. These results indicated that each dimension of work motivation could explain employees' organizational citizenship behaviors to some extent and managers need to identify and improve these dimensions, especially internal self-concept motivation and instrumental motivation in order to enhance the incidence of their employees' organizational citizenship behaviors and finally the effectiveness of their organization.

Keywords

employees, organizational behavior, organizational citizenship, sport organization, work motivation.

* Corresponding Author: Email: moradi.mr@gmail.com, Tel: 00989131813293

The Effect of New Methods of Management on Creativity, Self-Efficiency and Mobility of Human Resources in Effective Sport Organizations

Hamid Reza Ghezelsefloo^{1*} - Mohammad Keshtidar² - Nooshin Esfahani³

1. PhD Student of Sport Management, Faculty of Physical Education and Sport Sciences, University of Mazandaran, Babolsar, Iran, 2. Associate Professor, Sport Management Department, Faculty of Physical Education, Birjand University, Birjand, Iran, 3. Assistant Professor, Sport Management Department, Humanities Faculty, University of Alzahra, Tehran, Iran

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Abstract

The aim of this study was to examine the effect of new methods of management on creativity, self-efficiency and mobility of human resources in sport organizations. All top managers and heads of Sport and Youth Office (sports bodies) in the province participated in this study. 37 top managers and 176 presidents and vice presidents of sports bodies were randomly selected as the sample. The Multi-Factor Leadership Questionnaire (MLQ), Amabil (1996) Organization Creativity Questionnaire and Felts (1998) Self-Efficiency Questionnaire were used. To analyze the data, MANOVA test, multi-regression analysis and Pearson correlation coefficient were used ($P \leq 0.05$). The results indicated that out of the three styles of management, transformational management style ($F=9.743$, $\beta=0.316$) in comparison with transactional management style ($F=5.019$, $\beta=0.109$) and laissez-faire management style ($F=4.263$, $\beta=0.002$) was the strongest factor to determine employees' creativity. Also, there was a significant relationship between transformational management style and employees' self-efficiency ($r=0.23$, $P \leq 0.05$) and mobility of human resources ($r = -0.11$, $P \leq 0.05$). There was a significant and direct relationship between laissez-faire management and mobility ($r=0.14$, $P \leq 0.05$) only in those organizations which used this type of management. Therefore, according to these results which showed that new ideas (creativity) were higher in successful sports bodies who benefited from transformational management style than unsuccessful sports bodies, it is recommended that the organization should use the transformational management style if more creative employees are needed.

Keywords

laissez-faire management, self-efficiency, sport organizations, transactional management, transformational management.

* Corresponding Author: Email: H_ghezel@yahoo.com, Tel: 00989113766372

Determining the Structural Equation Model of Knowledge Management and Organizational Innovation in Employees of Sport and Youth Offices in Khorasan Razavi Province

Ramin Iraji Naghandar^{*1} - Farideh Hadavi² - Fereydoun Tondnevis³

1. PhD Student of Sport Management, Tehran Payame Noor University, Tehran, Iran, 2. Associate Professor, Sport Management Department, Faculty of Physical Education, Islamic Azad University, Islamshahr Branch, Islamshahr, Iran, 3. Professor, Sport Management Department, Faculty of Physical Education, Kharazmi University, Tehran, Iran

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Abstract

The aim of this study was to determine the structural equation model of knowledge management and organizational innovation. The statistical population consisted of all employees of Sport and Youth offices in Khorasan Razavi province ($N=380$). The sample was selected by simple random sampling method using Morgan Table ($n=191$). To collect data, two questionnaires of Knowledge Management (Sheron and Lawson) and Organizational Innovation (Omid et al.) were used. Face and content validity of these questionnaires was achieved by comments of sport management professors and Cronbach's alpha test was used to determine the internal reliability of both questionnaires as $\alpha=0.87$ and $\alpha=0.83$ respectively. The study used a descriptive and structural equation method and was conducted as a field study. Descriptive statistics and Kolmogorov-Smirnov test, Pearson correlation coefficient, regression analysis and path analysis with SPSS and LISREL were used to analyze the data. The results indicated a positive and significant relationship ($r=0.684$, $P\leq 0.01$) between knowledge management and organizational innovation. Furthermore there was a positive and significant relationship between knowledge creation ($r=0.464$, $P=0.006$), knowledge absorption ($r=0.567$, $P\leq 0.01$), knowledge organization ($r=0.405$, $P=0.019$), knowledge storage ($r=0.629$, $P\leq 0.01$), knowledge distribution ($r=0.785$, $P\leq 0.01$), knowledge application ($r=0.669$, $P\leq 0.01$) and organizational innovation. The results of regression analysis showed that knowledge distribution ($\beta=2.011$, $P=0.028$) could predict organizational innovation. As knowledge management plays a significant role in improving organizational innovation, the authorities of sport organizations should create a friendly and reliable environment along with useful and beneficial communications in organizations and then should provide the ground for knowledge development through useful interactions.

Keywords

employees, human resources, information sharing, innovation, knowledge.

* Corresponding Author: Email: Ramin.iraji.65@gmail.com, Tel: 00989158104960

The Relationship between Coaching Self-Efficacy and Premier League Wrestlers' Sport Commitment

Peyman Golmohammadi*¹ - Bahram Yoosefy² - Saeed Sadeghi Boroujerdi³

1. M.Sc., Physical Education Department, Islamic Azad University, Science and Research Branch, Kordestan, Sanandaj, Iran, 2. Associate Professor, Physical Education Department, Physical Education Faculty, Razi University, Kermanshah, Iran, 3. Associate Professor, Physical Education Department, Physical Education Faculty, Kurdistan University, Sanandaj, Iran

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Abstract

The aim of this study was to examine the relationship between coaching self-efficacy and Iran premier league wrestlers' sport commitment. The research method was descriptive-correlation. The wrestlers from 8 teams ($n=120$) including all wrestlers in Iran premier league (2012) completed demographic questionnaire, coaching self-efficacy scale (Feltz et al., 1999), and sport commitment questionnaire (Scanlan et al., 1999). The findings showed a significant correlation between enjoyment (one of sport commitment dimensions) and coaching self-efficacy (effectiveness of strategies of games or competition). This study provided coaches with an insight into those effective factors that enhanced sport commitment.

Keywords

coach, premier league, self-efficacy, sport commitment, wrestlers.

* Corresponding Author: Email: peimangolmohamadi@yahoo.com, Tel: 00989188321276, Teacher, Physical Education Department, Technical and Vocational College of Sama, Kermanshah, Iran

The Evaluation of Factors Influencing Tax Evasion in Professional Athletes and Coaches

Mohammad Soltan Hosseini¹ - Mehdi Salimi*² - Maryam Etemadi³

1,2. Assistant Professor, Sport Management Department, Faculty of Physical Education and Sport Sciences, Isfahan University, Isfahan, Iran

3. PhD Student of Sport Management, Faculty of Physical Education and Sport Sciences, Islamic Azad University, Hamedan Branch, Hamedan, Iran

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Abstract

The aim of this study was to evaluate those factors influencing tax evasion in professional coaches and athletes. To collect the study literature, review of related literature and interview with professional professors; then, those factors affecting tax invasion were extracted and a questionnaire was designed with 32 items. The statistical population consisted of 1. professional professors of physical education (who were familiar with the aim of the study); 2. Presidents and vice-presidents of Isfahan sport clubs who were professionally active; 3. presidents and vice-presidents of Isfahan sport board who owned premier league teams, 4. professional coaches in various sports; 5. professional athletes in Isfahan premier league teams. Each group of population equaled the sample ($n=206$). After the questionnaires were distributed and the data were collected, Bartlett test and exploratory factor analysis were used to classify the factors. Data analysis by Friedman test, and group TOPSIS analysis indicated that amongst the legal factors, lack of financial transparency in clubs; amongst cultural factors, wrong perception of athletes towards tax payment; amongst the law factors, lack of an executive guarantee for clubs; amongst managerial factors, the state ownership of most active clubs; and amongst the economic factors, lack of on time payments to athletes were most important.

Keywords

effective factors, professional athletes, professional coaches, tax, tax evasion.

* Corresponding Author: Email: m_salimi3@yahoo.com, Tel: 00989131055917

The Relationship between Family Social Capital and Sport Participation in Adolescent Students

Mohsen Manochehri Nezhad^{*1} - Mehrali Hemmati Nezhad² -
Mohammad Mahdi Rahmati³

1. PhD Student of Sport Management, Physical Education Department, Faculty of Physical Education and Sport Sciences, Shomal University, Amol, Iran, 2. Associate Professor of Sport Management, Physical Education Department, Faculty of Physical Education, Guilan University, Rasht, Iran, 3. Associate Professor of Sociology, Social Sciences Department, Faculty of Literature and Humanities, Guilan University, Rasht, Iran

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Abstract

This study was conducted to examine family social capital and sport participation adolescent students. The statistical population consisted of male and female students in Rasht city who were studying at third grade state high schools in 2011-2012 ($N=5682$). The sample was 415 adolescent students (155 males, 265 females) who were selected by cluster-stratified sampling method using Morgan table. A researcher-made family social capital and sport participation questionnaire was used to collect data. The content validity of the questionnaire was confirmed by 12 sociology and sport management university professors and the reliability was calculated by Cronbach's Alpha coefficient ($r=0.85$). t tests and multi regression test were used to analyze the data using SPSS18. Results showed that the relationship of family members in home (13%) and family support (-17%) could predict female adolescent students' sport participation. Also, social participation and membership in volunteer associations could predict 34% of boys' sport participation and 25% of girls' sport participation ($P \leq 0.05$).

Keywords

social capital, social relationships, social trust, sport participation, voluntary associations.

* Corresponding Author: Email: Mohsenmanochehri28@gmail.com, Tel: 00989363571066

Prioritizing Interactive Components Influencing Fans' Revisiting Websites of Iran Selected Football Premier League Clubs

Leila Heidari^{*1} - Esmail Sharifian²

*1. MSc., Department of Physical Education, Faculty of Physical Education, Islamic Azad University, Dariun, Iran, 2. Assistant Professor, Department of Sports Management, Faculty of Physical Education and Sport Sciences, Shahid Bahonar University of Kerman, Kerman, Iran
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Abstract

This study aimed at prioritizing interactive components affecting fans' revisiting the websites of Iran selected football premier league clubs. The research method was survey and data were gathered through internet. The statistical population consisted of those fans who were the members of websites of Esteghlal, Perspolis, Tractorsazi, Damash and Sepahan clubs ($N=26000$) in March and April, 2012. 325 fans participated in this study as the statistical sample. A researcher-made questionnaire was used to collect data. The face and content validity of the questionnaire was confirmed by sport management experts' viewpoints and the internal reliability was assessed by Cronbach's alpha $\alpha=0.9$. One sample t test and ANOVA with repeated measures and Bonferroni post hoc test were used to analyze the data ($P<0.05$). Findings showed that all four interactive components had a significant effect on fans' revisiting the websites of these clubs and there was a significant difference among these interactive components. The prioritization of the interactive components showed that 1. opportunities to interact with managers or coaches, players and other fans in websites, 2. information feeds, 3. customization of homepages and emails, 4. special promotions tools respectively had the most effect on fans' revisiting the websites. It can be stated that understanding the needs of loyal fans is the key to the success of websites of football clubs.

Keywords

fans, football clubs, interactive components, Iran, website.

* Corresponding Author: Email: L.heidari85@yahoo.com, Tel: 00989365347380
Young Researchers and Elites Club, Dariun Branch, Islamic Azad University,
Dariun, Iran