

A Structural Equation Model of the Effects of Self-efficacy, Job Stress, Quality of Working Life on Referees Mental Health

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Abstract

This study examined the role of self-efficacy, job stress, quality of working life on referee's mental health, using structural equation modeling. Descriptive correlation and field work method was conducted. The research population was formed by 569 referees of super league from 4 sport fields in 1391. Sample size was determined 234 and samples were selected randomly. In addition to demographic questions, four standardized questionnaire including Goldberg and Hiller Health Questionnaire, Richard Walton Quality of work life questionnaire, and Maddox general self- efficacy and job stress Questionnaire were used. For analyzing the data, structural equation modeling was used. The observed data showed that job stress has a significant negative impact referees quality of working life ($\alpha=-0/56$, $t=-5/26$), self-efficacy ($\alpha=-0/31$, $t=-3/13$) and mental health ($\alpha=-0/33$, $t=-3/46$). In addition, quality of working life ($\alpha=0/26$, $t=2/57$) and self-efficacy ($\alpha=0/20$, $t=2/45$) have also positive and significant effect on mental health.

Key Words:

Referees, self-efficacy, job stress, quality of working life, mental health.

The Relationship between Employees' Personality Characteristics and Job Burnout in Sport and Youth General Office of West Azarbaijan

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Abstract

The purpose of this research is to investigate the relationship between employees' personality big five factors and job burnout in youth & sport general office of west Azarbaijan. The present study was description-correlation. 58 employees of Sport and Youth general office of west Azarbaijan (Urmia, 2011) completed study instruments in this study: 1-The Maslach burnout inventory (MBI et al., 1981), contains 22 items that measures three subscales of job burnout: emotional exhaustion, depersonalization, and lack of a sense of personal accomplishment. 2- Big Five Inventory (BFI, John et al., 1991), with 44 items assess the 5 different dimensions of personality including conscientiousness, neuroticism, extraversion, agreeableness, and openness. Data were analyzed with one-sample kolmogrov-smirnov, Pearson Correlation coefficient, and Multiple linear regression in significance level of $P \leq 0.05$. Our findings indicate that there was a significance positive relationship between among neuroticism personality ($r=0.46$ $p \leq 0.05$) and job burnout. Also results indicated that there were a significance negative relationship among Agreeableness ($r=-0.28$ $p \leq 0.05$), Conscientiousness ($r=-0.34$ $p \leq 0.05$) and Openness to experience ($r=-0.31$ $p \leq 0.05$) with job burnout ($p \leq 0.05$). Also personality dimension can to expressed $R^2 = 0.25$ of job burnout Variance. Comparing these findings with other researches indicated that personalities characteristic's (as a personal factor) effect on job burnout of employees.

Keywords:

Personality; Job burnout, Sport and Youth general office, west Azarbaijan.

Components of Spiritual Intelligence in Sport Organizations: A Case Study of East Azarbayjan Sport and Youth Organization

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Abstract

The purpose of this study was to investigate the components of spiritual intelligence among employees of East Azarbayjan Sport and Youth Organization. All 50 organizational personnel in this organization were selected as the sample of the study. Standard questionnaire (King, 2008) was used for data collection. Face validity and content validity of the questionnaire were reviewed and confirmed by sport management experts after a three-level translation of the questionnaire. The reliability of questionnaire was estimated 0.80 using Cronbach's alpha method in a pilot study. To analyze data, Kolomogrov-Smirnov, Freidman test, independent-samples T test and ANOVA was used SPSS20 ($P < 0.05$). Results showed that staff of east Azarbayjan sport and youth organization have almost a high level of spiritual intelligence. Priority of 4 components and 24 items of spiritual intelligence were identified in this organization. Also, the comparative survey of spiritual intelligence according to age, gender, and education revealed that there is no significant difference in spiritual intelligence of this organization's staff age and education but gender had an effect on spiritual intelligence.

Keywords:

Spiritual Intelligence, Sport Organizations, East Azarbayjan Sport and Youth Organization

The Relationship between Aggression and State-Competitive Anxiety with Personality Characters of Iranian Elite Wrestler

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Abstract

The main objective of the present study was to investigate the relationship between aggression and anxiety, and personality characteristics of adult elite wrestlers. Statistical population included young and adult elite wrestlers membering in 1392 national team. Due to the limited statistical population, sample was as a whole number and includes 74 wrestlers. They completed voluntarily demographic, SCAT Martens competitive anxiety (1970), Yztk personality characteristic and Bass and Warren sport aggression Questionnaire (2000). Data was Analyzed using descriptive statistics (central tendency and dispersion Index) and KS test, Levin and Pearson correlation coefficient in the %5 level by SPSS statistical software.

According to statistical analysis, it can be concluded that there is significant and meaningful relationship between wrestler anxiety and aggression. In addition, there is significant and negative relationship between anxiety and introversion and extroversion of wrestlers. It can also be resulted that there is significant and negative relationship between anxiety and consistency and inconsistency of participating wrestlers. Another result is that there is no significant relationship between aggression and wrestlers psychological characteristics. The result will be that between aggression and psychological characteristics of wrestlers participating in the study, no significant correlation.

Key word:

Aggression, State Anxiety, Competitive Anxiety, Personality Characteristics, Wrestlers.

The Study and Comparison of the Main Motivations of Participation in Sport for All and Competitive Sport Among Athletes of Tehran City

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Abstract

The purpose of this study was to investigate and compare the main motivations of participation in sport for all and competitive sport among athletes of Tehran city. The subject involves the participants in stations of sport for all and competitive sport in Tehran city. Using random sampling 330 participants in sport stations and 250 competitive athletes were selected as the statistical samples. The Winberg questionnaire was used to measure 8 sub- factors (fun, competition, social energy, team work, fitness, intrinsic motivation, extrinsic motivation, and energy release). The Kolomogrov Smironve, u-man- Whitney and Freidman tests were used at the level of $p \leq 0/05$ for analyzing the collected data. The results of the study showed that the motivations between the participants in sport for all and competitive athletes are significantly different. Also the results of the study showed that the participant motivations in sport for all and the competitive athletes are significantly different. Generally, it can be concluded that competition is the first motivation in athletes participating in sport competitive and fitness is the first motivation for athletes participating in sport for all.

Keyword:

Sport For All, Competitive sport, Motivation, Athlete.

The relationship between distributive justice and organizational commitment of sport organization staff in Tehran Municipality

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Abstract

The purpose of this study was to investigate the relationship between distributive justice and organizational commitment of sports Organization staff in Tehran Municipality sports. Participants include 260 staff employed in administrative department sports of Tehran Municipality's sports. The samples were selected in a purely random approach. The research materials consist of two questionnaire, "Niehoff and Moorman" organizational justice questionnaire and "Allen and Meyer" organizational commitment questionnaire that their validity and reliability were confirmed. Kolomogrove-Smearonove test, Pearson and Spearman correlation tests and one sample t- test was used to analyze the data ($\alpha=0.05$). Results showed that there is a significant relationship between distributive justice (the rate of considering justice for distributing sources and rewards) and organizational commitment. Generally, results indicate that there is more relationship between distributive justice and duty commitment and less in other variables. Organizational distributive justice was at very high undesirability level and organizational commitment (duty commitment, emotional commitment and continuous commitment) variables was assessed at average desirability level in the form of emotional and duty commitment and desirability border in the form of continuous commitment.

These results indicate that managers and administrators should pay more attention to justice in order to increase organizational commitment and get high desirability level.

Keywords:

Organizational commitment, Duty commitment, Emotional commitment, Continuous commitment, Distributive justice, Sport Organization of Tehran Municipality.

The effectiveness of human resources management functions in improving human indexes (organizational commitment and job motivation) on human resources productivity in Sports and Youths Ministry

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Abstract

The aim of the present study is to explore the effectiveness of human resources management functions in improving effective human indexes such as organizational commitment and job motivation on human resources productivity in Sports and Youths Ministry. This study is an applied research based on its objective and strategically a descriptive research. The population under study included all staffs working in Sports and Youths Ministry. 107 employees were selected as statistical sample. The data were collected through field and library methods and the instruments of this study was questionnaire. The face content validity was used to analyze the validity of the questionnaire and the Cronbach's alpha coefficient was used to confirm the reliability of the instrument at 95% confidence level, one sample t test and chi-square was used to test hypothesis at 5% level. The results indicated that the effectiveness of human resources management functions on improving the participants' organizational commitment and job motivation in Sports and Youths Ministry was lower than the average level. According to the results, it is suggested that the Ministry of Sports and Youths must take into account human resources management functions (organizational commitment and job motivation) on productivity to increase productivity level in the sport ministry.

Keywords:

human resources management, productivity, Sports and Youths Ministry , organizational commitment, job motivation