

Factor analysis for effective factors in group work enrichment in sport

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Abstract

In this descriptive-analytical study with factor analytical approach, the goal was to identify and prioritize effective factors in group work enrichment in sport.

For this purpose a survey of 63 experts from physical education department of Khorasan Razavi province (who made up 84% of statistical population) was conducted to generate response to researchers made questionnaire with 35 questions in 7 factors with factor load of each one equal or more than the base (0/45) and coefficient alpha value for reliability of ($\alpha=0/91$). Data was analyzed using confirmative factor analysis (KMO, PCA), sample, t-test and Friedman test.

The findings of the study revealed that all the factors have significant effect on group work enrichment. Leadership style had the first priority followed by personality traits, reward and punishment system had the least priority.

Keywords: Effective factors, group work enrichment.

1. INTRODUCTION

Two people are better than one, and three is superior than two, and four people are more than three. Then decent than always be with crowd (Mohammad, peace be upon him).

These adages speak to the potential groups have to be more productive creative and motivated than individuals on their own (Mannix and Neale, 2005).

Management means working with and through others. This short phrase is challenging with the traditional attitude toward management and beautifully mentions the new approach and evolution in attitude toward management. One of the fine points in this definition is the importance of group or team work in managing organizations (Lindloni, 2009). The concept of group work is extremely important to the success of any sporting team. All physical education experts and coaches talk about working as one unit as a unified team. Group work and unselfishness create the backbone of a great team without them a team can not realistically compete. You can have a group of superstars but if they do not work well as one unit chances are they are not going to be as successful as you would think. Group working as one cohesiveness unit is going to

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be the key in their success. Emphases on group cohesiveness not only has an effect on interpersonal relations in a team but also it affects team relations with external environment and improves social identity and team placement. The literature begins with the vast area of numerous factors that may affect the performance of players at sporting field are the exclusive nature and function of group or team work. The researcher sought to find out the impact of group work on team success. The literature consistently highlights that one of the essential elements of a team is its focus toward a common goal and a clear purpose (Fisher, Hunter and Macrosson, 1996).

Group or team members must be flexible enough to adapt to cooperative working environments where goals are achieved through collaboration and social interdependence rather than individualised competitive goals (Lucae and Tarricone, 2001). Vokoun (2008) in an article titled constructing effective work groups mentioned approaches to maximize team and group effectiveness which require a great deal of information, accurate thinking and effective management. In his findings the role of certain duties of the members and the role of personality traits had the highest priorities on group work enrichment. Followed by leadership style and the role of group cohesiveness.

Physical education Since physical education managers and experts as a driving force are in charge of guiding and directing physical education and sport curriculum of schools, obtaining their insights and perspective on group work and factors affecting its enrichment can be of great importance to the researcher and beneficial to the subject in hand. Therefore in this study group work enrichment is considered as independent variable and factors (7 factors) affecting it are considered as predictor variable.

2. Methods

2.1 Sample

Participants were 63 experts from physical education department of Khorasan Razavi province of Iran who made up 84% of statistical population.

2.2 Measures

Researcher's made questionnaire consisted of 35 questions in seven factors with factor load of each one equal or more than the base (0.45) and coefficient alpha value for reliability of ($\alpha=0.91$) was used to gather data on participants' perspective on the subject.

3.3 Results and Findings

Table 1 displays statistical indexes of quantitative variables (age, job experience, professional skill, personality traits, group instruction, group cohesiveness, leadership style, specific task, encouragement and punishment system factors).

Table 1: Statical index of quantitative variables of the study

Variables	Mean(M)	SD	Maximum possible
Age	39/27	6/363	
Job experience	19/16	5/562	
Professional skill	4/97	1/008	7
Personality triates	6/06	0/647	7
Group instruction	5/158	0/457	7
Group cohesiveness	5/727	0/573	7
Leadership style	5/958	0/520	7
Specific task	5/707	0/709	7
Encouragement and punishment	4/939	0/727	7

In responding to the first question of the research based on this assumption that what are the effective factors on group work enrichment according to table 2 the amount of KMO in exploring factor analysis was 0.61 which is a good indication of data status for factor analysis.

Table 2: Kmo and Bartlett test results in exploring factor analysis for effective factors on group work enrichment

Kmo		0/61
Bartlett test	KHI 2	2630/219
	Degree of freedom(df)	456
	Significant level(p-value)	0/0001

Bartlett's statistic was also significant. In order to identify the amount of factor load of effective factors on group work enrichment confirmatory factor analysis in varimax rotated PCA method was used. According to the coefficient amount of KMO which was higher than 0/50 seven factors were identified as effective factors in group work enrichment (table 3).

Table 3: The result of the analysis of the factors influencing the strengthening team work

Factors	Number	مقدار ویژه	Variance	Kmo	درجه آزادی
age	5	4/20	48/22	0/48	9
Job experience	5	2/50	46/83	0/56	9
Professional skill	5	3/9	45/73	0/83	9
Personality triates	5	3/01	42/25	0/39	9
Group instruction	5	3/03	39/81	0/42	9
Group cohesiveness	5	3/14	38/71	0/62	9
Leadership style	5	3/05	36/02	0/72	9

Table 4 shows the effect of factors on group work enrichment. According to the result of this table, all these factors have significant effect on group work enrichment at the level of $(\alpha=0.05)$.

Table 4: One simple test result for effective factor in group work enrichment

Variables	Mean	SD	T	DF	سطح معنی داری
Professional skill	4/97	1/008	7/65	62	0/001
Personality traits	6/060	0/647	24/24	62	0/001
Group instruction	5/158	0/457	20/11	62	0/001
Group cohesiveness	5/727	0/573	23/88	62	0/001
Leadership style	5/958	0/520	22/86	62	0/001
Specific task	5/707	0/709	19/11	62	0/001
Encouragement and punishment	4/939	0/727	10/25	62	0/001

Table 5 and 6 shows the priority among the factors in respect to their effect on group work Enrichment . According to the finding of table5 there was priority among these factors was Leadership style was in first priority and reward and punishment system was last (table6).

Table 5: Friedman test result to prioritize among factors

Rank	Statistics	Value
1	Friedman	128/081
2	Degree of freedom	6
3	Significant level(p-value)	0/001

Table 6: Determining priority among effective factors

Factors	Rank(mean)	Rnk
The role of leadership to strengthen teamwork	5/45	1
The role of traits personality on teamwork	5/41	2
The role of specific tasks to strengthen teamwork	4/47	3
The role of coordination to strengthen teamwork	4/4	4
The role of group structure to strengthen teamwork	2/94	5
The role of professional skill to strengthen teamwork	2/82	6
The role of Encouragement and punishment to strengthen teamwork	2/5	7

3. Discussion and conclusion

Today, managers are expected to make the work environment in which people not only for the spectators but also as individual participants and team members to achieve high performance.

In fact, a major goal in the new work is that of groups and teams as the most important resources are best used.

Many activities are beyond the capacity of individual. As a result, we can say that two are better than one I think is a real success involves recruiting and management of groups and a half as the most important human resources organization. Research results show that teamwork leads to increased social interaction among groups trying to carry out organizational priorities by cannabix, also said that the integration will lead to greater interaction between Asha and this leads to social satisfaction is.

The main objective of this study was to determine the impact of factors affecting the physical education departments of education experts to strengthen teamwork in Khorasan. Based on the results of a research team working on strengthening the impact of all factors Mehni respectively. In terms of staff, leadership style was the most important factor in strengthening teamwork. In today's world of competition, the success of all economic and social systems in appropriate ways this works is leadership and continuous improvement.

Sensitive leadership and the crucial role of the working groups on the one hand and on the other hand has caused the growth performance Led working groups as one of the main areas of growth and organizational development to be considered. Research findings in the field of research Fyvjy 1389, Blair 2007 in his study of leadership as the most important factor affecting as they strengthen teamwork.

Employee behavior is the key to success or failure of a group. Order that managers should be aware of the needs of the individual and the dynamics between people so that they can effectively manage their departments effectively. Therefore, it merits a proper member of the group can be a great asset to the team is good. Overall, the findings of this brave pour comments Bieler 2007 1388 matches.

Another factor affecting the specific tasks to strengthen teamwork by the employees was approved. These findings are among the results of research which could reinforce the team responsible for specific tasks to be effective. To explain the impact of group cohesion as a contributing factor to strengthen somewhat, the name must be consistent otherwise the will crumble and will lose their. Increase cohesion between group members and increase the capacity of the group to maintain a close relationship there. These findings correspond with the research Atfyvjy 1389 and Miller in 1997.

In explaining the impact of the group to strengthen teamwork, it is stated that the working group is a large population of non-organized structure that shapes the behavior of their members and can be based on it or a lot of behavior in the Group and its function predicted and explained it. In connection with the professional skills to strengthen the impact of Miller's research team has shown that work-related knowledge and professional Murat increase their level of functioning. These capabilities include knowledge of Physical Education in Physical Education and Psychology and is also verbal skills. The findings in the field of research in 1389 and Miller in 1997 is consistent Fyvjy.

Reward and punishment system as a contributing factor to strengthen teamwork in terms of time and the effect on teamwork in this study had the least impact on the strengthening of teamwork.

To explain these findings, the purpose of proper and good reward system to create and maintain team motivation to work hard and work together in support of the success of the other hand, if target a group to help over-the-and the reward of the individual results focus group will suffer.

This sample was also emphasized, thus creating a kind of reward structure in a way that allows members of the group Through efforts to achieve the target of your target group and can lead to the formation of groups to be productive.

This brave pour theoretical research in 1388 and Miller in 2007 to encourage the investigation and punishment as a factor that will have the least impact on strengthening teamwork have mentioned.

Given the findings regarding the factors influencing these factors reinforce the need for teamwork The sports organizations seem very important and it is recommended that:

1. incentives for tasks in a group, it is essential to avoid giving rewards individual and collective efforts and a collaborative rather than individual effort and competitive they should be praised and encouraged.
2. managers and leaders, we must provide an environment that is important for members of the group and members of the attractiveness and acceptance is necessary to go cohesiveness to the optimum.

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