
The relationship between Perceived Organizational Support with employees Organizational Commitment and Job Satisfaction in Youth and Sport Organization of Mazandaran Province in 2011

Hossein Poursoltani Zarandi, PhD; Ramin Eraji Naghandar

Abstract

The aim of this study was to analyze the relationship between perceived organizational support with employee's organizational commitment and job satisfaction in Youth and Sport Organization of Mazandaran province. The statistical population of this study was the employees members of Youth and Sport Organization of Mazandaran province (N=100) and the sample was selected according to the volume of population. For gathering data, standard questionnaires driven from perceived organizational support (Eisenberger et al, 1986), organizational commitment (Allen and Meyer, 1993) and job satisfaction (JDI) were used. Validity of questionnaires was achieved through considering comments of sport management experts and the reliability of three questionnaires were found to be 0.76, 0.73 and 0.82 by using Cronbach's alpha test, respectively. The research method is co relational and has been done through field method. Descriptive scales and Kolmogorov-Smirnov statistical tests, Spearman correlation coefficient and regression analysis were used to analyze the data. The results of correlation test indicated that there is a positive and significant relationship among perceived organizational support with organizational commitment ($r=0.241$, $P=0.03$), affective commitment ($r=0.224$, $P=0.044$), normative commitment ($r=0.256$, $P=0.021$) and Continuance commitment ($r=0.230$, $P=0.039$). A significant and positive relationship was observed between perceived organizational support and job satisfaction ($r=0.227$, $P=0.041$). Furthermore the results of regression analysis showed that perceived organizational support is expected to predict all variables.

Key words:

perceived organizational support, organizational commitment, job satisfaction, employees.

Investigating the Relationship Between Emotional Intelligence and Tendency Toward Organizational Citizenship Behavior Orientation

Saeed Yarmohammadi Monfared; Hossein Mosavi; Alireza Youzbashi

Abstract

The aim of present study was to determine the relationship and proportional contortion between three domains of emotional intelligence (regulation, utilization, appraisal of emotion) in Zanjan physical education teachers for predicting organizational citizenship behavior orientation.

Research method was a correlation type and statistical population consisted of all physical education teachers of Zanjan in 1388-89. According to the last static, population was 486 determined 215 sample using Morgan s table for doing research and selected considering the share of each category, so the sample method was stratified random sampling.

The research instruments were Schutte et al. emotional intelligence questionnaire (1998), and Moghimi organizational citizenship behavior questionnaire (1998). After collecting data, in order to statistical analysis, descriptive and inferential methods, such as Pearson correlation coefficient (r) and stepwise regression coefficient (R) were used.

Research findings showed that: 1- Pearson correlation coefficient showed a positive and significant relation at $p < 0.01$ between emotional intelligence and organizational citizenship behavior generally as well as three domains of emotional intelligence. 2- stepwise regression coefficient(R) showed, among the three dimensions of emotional intelligence (predictors variables), utilization of emotion variable 0.402, appraisal of emotion variable 0.218, and regulation of emotion variable 0.184, were as predictors of organizational citizenship behavior orientation among high school teachers of Zanjan. Regarding to the research findings, the more emotional intelligence they have, the more organizational citizenship behavior they will have.

Key words:

Organizational citizenship behavior, Emotional intelligence, Regulation of emotions, Utilization of emotions, Appraisal of emotions

The Role of Communication skills of Sport Teachers on Formation of Organizational Culture between Physical Education Experts of Slamshahr Department of Education

Rasol Nazary; Fatemeh Emaminasab; Tayebeh Zargar

Abstract

The purpose of this study was the role of communication skills of physical education teachers on formation the organizational culture of physical education undergraduate of Education department in Islamshahr. The study was descriptive conducted through a survey. The study population consisted of male and female physical education teachers form Islamshahr. Volume of this research population was 120. Research sample was selected randomly from the population. Morgan table was used to determine sample size.

The instruments included individual information, Barton J communication skills with reliability (0.81) and Sashkyn organizational culture with reliability (0.84) questionnaire. Statistical methods included both descriptive and inferential analysis of study. Results showed that there is no significant relationship between organizational culture and communication skills and teachers don't have desirable communication skills.

Key words:

Communication skills, Organizational culture, Sports teachers

The Relationship Between Organizational Culture and Organizational Entrepreneurship in the Physical Education Khorassan Razavi

Hossein Peymanizad, PhD; Hasan Ghasemalipour

Abstract

The purpose of this study was the relationship between organizational culture and entrepreneurship in the Khorasan province's Department of Physical Education. The study was managing a community of experts and managers of this department and members were selected as samples because of limited population. Methods was correlation and measurement instruments included questionnaires, demographic characteristics (researcher), Denison organizational culture (DOCS) (2007) and Organizational entrepreneurship questionnaire (Smdaqayy, 1378), respectively. Exploratory factor analysis was done on organizational entrepreneurship to determine its indicators. Cronbach's Alpha was used to estimate internal reliability that was 0.99 for organizational culture and 0.95 for entrepreneurship organization. In this study, statistical description was used in order to organize, summarize, classifying raw scores and describing data and Kolmogrov-Smirnov test and Spearman correlation coefficient was used for inferential statistics.

Statistical description of the organizational culture showed that the mean score of 63.191 ± 32.40 (of the maximum possible score, 300) that reflect the organizational culture is desirable. Statistical description of corporate entrepreneurship showed that the mean score equal with 102.86 ± 25.71 (of the maximum possible score, 118) showed that organizational entrepreneurship is good, but not ideal. Hypothesis test results showed that there is significant and positive correlation between organizational culture and organizational entrepreneurship ($P < 0.05$ and $r = 0.881$). The hypothesis test results indicated that the organizational culture with organizational entrepreneurship indicators (structure $r = 0.748$, strategies and goals, $r = 0.684$, management support, $r = 0.851$ and reward and encouragement system $r = 0.747$) at 0.05 level ($P < 0.05$) are in a significant and positive correlation but the correlation between organizational culture and information system ($r = 0.495$) at 0.05 level ($P < 0.05$) was significant but does not show high correlation.

Key words:

Organizational entrepreneurship, Organizational culture, Department of Physical Education Khorasan

The Relationship Between Self-Efficacy and Classroom Management Style of Physical Education Teacher Education in Tehran

Mohamad Reza Esmaeili, PhD; Shohreh Ketabian, Shoaleh Khodadad, PhD

Abstract

This research was conducted to study the role of Emotional Intelligence and self-efficacy on classroom management style of physical education teachers. The relation between demographic features by classroom management style was also assessed and compared between men and women teachers. The sample was comprised of 250 male and female teachers from district 5 selected among physical education teachers of 22 districts of Tehran education By stratified cluster sampling. Then demographic information, Schutte (2001) emotional intelligence (EQ-I), Martin (2003) physical education teachers self-efficacy (PETSE) and McCormack (1997) physical education classroom management methods questionnaire was used for samples simultaneously.

Collected data was processed by SPSS for analyzing. Regarding to research theories, multi-regression tests was used for determining prediction of emotional intelligence and self efficacy components to estimate classroom management dimensions and T test was used for male and female independent groups.

The results showed that all three theories considering the prediction of supportive, corrective and predictive management style of teachers was confirmed at 0/05 level ($p < 0/05$) and emotional intelligence and self efficacy variables have valid predicting power for describing management style of PE teachers. Also finding was indicated that there was no significant difference in classroom management style supportive, corrective, and predictive between men and women. But there was significant difference in some dimensions of emotional intelligence and self efficacy.

Key words:

Emotional Intelligence, Self-Efficacy, Classroom Management Style.

The Role of Media in The Economic Jihad of Athletic

Fatemeh Zohrabi; Reza Sabonchi, PhD; Mahdieh Raham

Abstract

The present study aimed at explaining the role of media as an effective tool in economic jihad based on eight strategies selected for athletic sport. 75 comments of 104 cases involved in the federations chose based on Cohen table were collected. the instrument of researcher made questionnaire with 56 questions is by Delphi. Validity in formal way and reliability with Cronbach's Alpha test 0.87 approved. Friedman test for priorities role of each seven media in eight strategies and to determine the role of media in each of the eight strategies for developing sports champions. Kruskal-Wallis test was used.

According to findings of research written media role in the developing women's sports and modern visual media (internet and) has the greatest role in the marketing scientific development of sport science, hosting international competitions and attracting foreign investment. Most visual media had the great role in the meritocracy expertise, attracting internal investment privatization. On the other hand, most media play the great role in attracting foreign investment and hosting international competitions, sports marketing, respectively.

Key words:

Types of media, Economic jihad, Athletics

The Comparison of Four Top Youth National Teams Technical and Tactical Factors with Iran Youth National Team in 2011 Greek World Cup

Hamed Alizadeh; Shahram Alam, PhD; Maryam Monazami

Abstract

This study aimed at comparing the technical and tactical elements of top four youth handball teams with Iran national youth team in 2011 World Handball Championship in Greece. In this research, four higher handball youth teams of the world including Germany, Denmark, Tunisia, and Egypt, respectively compared with Iran national youth team, placed in twelfth place of the tournament, in terms of technical and tactical factors. This comparison was done drawing upon the comprehensive statistics about the tournament games provided by the World Federation and the host country. The results indicated that among the 24 effective factors of handball among top four teams and Iran, these factors including (field shots, line shots, breakthroughs, 7m throw, fast breaks, opponent's suspension and two-minute suspension, first half scored goals, second half scored goals, total scored goals of two halves, receiving field shots, line shots, wing shot, breakthroughs, and the total receiving shots) were not significant. However, some factors including (assist pass, error pass, wing shot, total goals out of shots, first half received goals, second half received goals, total received goals in two halves, receiving ball in fast break and 7m throw by the goalkeeper) were significant and resulted in the superiority of these four teams. Therefore, it seems that it is necessary to allocate more time, energy, and attention to Iran team in order to eliminate the imperfections and technical and tactical shortcoming of this team to achieve better results in future years.

Key words

Technique, Tactic, Handball trainings