The relationship between management skills and Effectiveness of management in Sport and Youth Affairs Departments in Semnan province

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ABSTRACT: The current study has been conducted to study the relationship between management skills and Effectiveness of management in Sport and Youth Affairs in Semnan province using an expert point of view. The population for this study were all the managers and experts in Sport and Youth Affairs in Semnan province who were 124. All of them were chosen as the sample because of they were only 124 people. Data gathering tools were 2 self-made questionnaires. Management skills (α = 0.97) and Effectiveness (α = 0.95). To analyze the data Pierson Correlation Coefficient with P<0.01 level of meaningfulness were used. The results of this study show that experts believe that there is a relationship between the three management skills with Effectiveness of management. The skills are prioritized for managers: Perceptual Skills r=0.99, Human Skills r=0.96, and Technical Skills r=0.95. So the importance and necessity of these skills and their use in management, especially Perceptual Skills as the most important one can do a lot in increasing Effectiveness of management.

Keywords: Effectiveness, human skills, management skills, Perceptual skills, technical skills

INTRODUCTION

The main goal of management is to increase Effectiveness of people, and for an organization which wants to survive in current situation increasing management Effectiveness is necessary. In the few past years organization experts has drastically been interested in organizational efficiency. For instance Peter Drucker who introduces Effectiveness as the key to the organization (Hamlin & Cooper, 2006). Effectiveness is considered in many aspects; financial aspects, human relationships and educatory. They should be able to integrate different labors in different parts in order to achieve organizational goals (Shabani et al., 2004). The necessity for that is to have a knowledge, vision and effective management (perceptive, human, and technical (Afshari et al., 2010).

Peterson (2004) believes that management skills could lead to better management performance helps the organization to achieve its goals. Gentry et al., (2008) conducted titled “management skills: form 1980 until now”. This study was conducted in two periods between 1992-1988 on 7389 managers and, between the years 2004-2006, on 7410 managers in the United States. The results show that management skills in 1980s is associated with those of present time and these skills play a key role in organizational performance. Gladson & Augustine (2005) conducted a study titled “management skills and marketing Effectiveness in Nigerian cooperatives”. 84 cooperatives were studied to analyze and evaluate management skills and marketing Effectiveness in organizations. The results showed that there is a relationship between marketing Effectiveness and management skills in Nigeria. In a study titled “analyzing the triple management skills (perceptive, human, technical) in PE department managers in Universities in Iran”, Afshari et al., (2010) found that there is a meaningful difference between the three skills and prioritized them as human skills, Perceptual skills and technical skills. Also Afshari et al., (2010) came to believe that organizational learning associates with these three skills and Perceptual skills does the most in anticipating changes in organizational learning. Since Sport and Youth Affairs Ministry is the biggest organization in sport related affairs, it has properties that makes it unique among other ministries. The more
complicated sport affairs get the more complicated sport management gets and new qualifications can be introduced. (bazyari & amirtash, 2006). Therefore managers must follow new researches and information if they want to achieve success (Gilsing & Duysters, 2008). So in this article we are to introduce a new path in management fields and Effectiveness through using expert opinions and also we want to answer this questions: what is the nature of the relationship between any of those threesome skills with Effectiveness in managers in Sport and Youth Affairs department in Semnan province.

MATERIALS AND METHODS

Regarding the objectives, the method is descriptive of surveying kind conducted through field test. The population for this study were all the experts and head chiefs in sport associations in Semnan province which according to the reports were 124 people. Since the number of managers were low, population and sample are the same size. The data gathering tool in this study were two questionnaires made by the authors and the methodology of data gathering was library and field methods. The first questionnaire was for management skills and included Perceptual skills, human skills, technical skills with 37 questions and the other one was the Effectiveness questionnaire including the financial, human relationships and training aspects with 26 questions.

For validity and reliability of questionnaire surveys of sports management experts and alpha method was used. Cronbach’s alpha for the two questionnaires were 0.97 and 0.95 respectively. To make sure that the data is normal Kolmogorov-Smirnov test was applied. To analyze the relationship between management skills (Perceptual, human, technical ) and Effectiveness statistical Pierson correlation test were used. All the tests required were conducted by SPSS. 18 software on the basis of objectives and the significant level was set on P<0.01.

RESULTS

After processing the data and gathering the information, the findings were analyzed. What follows is a brief explanation about the findings. All participants were 124 people including 97 men (78.2%) and 27 women (21.8%). 30 married 24.2% and 94 single 75.8% and the average age of the participants was 35.54±8.86 years. Organizational role analysis showed that 83.06% were head chiefs and 16.94% were experts (table 1). Also the results of Colomogroph_Smirinoff test showed that data distribution was normal thus Pierson correlation coefficient test was used for hypotheses results of which is presented in table 2.

<p>| Table 1. population properties of the participants |</p>
<table>
<thead>
<tr>
<th>sex</th>
<th>Frequency</th>
<th>Marriage</th>
<th>Frequency</th>
<th>Organizational role</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>27</td>
<td>single</td>
<td>30</td>
<td>experts</td>
<td>21</td>
</tr>
<tr>
<td>men</td>
<td>97</td>
<td>married</td>
<td>94</td>
<td>head chiefs</td>
<td>103</td>
</tr>
</tbody>
</table>

| Table 2. the relationship between management skills and Effectiveness |
| --- | --- | --- |
| Variable | correlation coefficient | sig | Sample |
| management skills Effectiveness | 0.92 | 0.001* | 124 |
| the relationship between management skills(Perceptual, human, technical ) and Effectiveness | | | |
| Perceptual skills | 0.99 | | |
| human skills Effectiveness | 0.96 | 0.001* | 124 |
| technical skills | 0.95 | | |

* Correlation is significant at P<0.01

As you can see in the table 2, the results of the Pierson correlation test shows that there a meaningful positive relationship between management skills and Effectiveness of the managers (r=0.92) with the p value of P< 0.01. This positive relationship for Perceptual, human and technical skills are 0.99, 0.96 and 0.95 respectively. The highest correlation is for Perceptual skills with the r= 0.99.

CONCLUSION AND DISCUSSION

Regarding the growth of the organizations and competitive markets, management skills have become a necessity for managers. The managers in sport departments also need to keep up with this rules whereas their performance is very important in achieving organizational goals and for that they have to be more and more
effective. The main objective of the researcher in this study is to interpret the importance of management skills and their relationship with management Effectiveness in Sport and Youth Affairs in Semnan province.

The results of this study show that the relationship between management skills and management Effectiveness is both positive and meaningful. This could mean that as managers try to grow their skills, their Effectiveness grows. The results of this study is in consistency with those of Gladson and Augustine (2005); Afshari et al., (2010); Gentry et al., (2008) and is approval of them. So one could say that management skills which are basically the ability and quality of a person to achieve organizational goals can play a key role in Effectiveness of managers.

The results of this study show that there is a meaningful positive relationship between Perceptual skills and Effectiveness of the managers. These skills also have the highest rate of relationship with efficiency. Experts also believe that understanding objectives and plans of the organization, the ability to set strategies and understanding the problems with the organization are amongst the factors that matter the most in Effectiveness of the managers these results are in consistency with those of Afshari et al., (2012) and Gladson & Augustine (2005).

The results of this study show that there is a meaningful positive relationship between Effectiveness and human skills which is amongst the most important management skills. Among human skills, experts believe that responsibility toward others, team work and performance cognition, the ability to use others’ opinions and making a team spirit in employees, are the most important ones which is consistent with the results of Pent and Barondi (2008); Afshari et al., (2010); Gentry et al., (2008) and Gladson & Augustine (2005). Pant and Barondi (2008) also think that human skills or as they wish to name them norm skills are more important than technical skills. Nowadays also there is a furious competition to exploit human skills needed for the managers during their years of service and work periods. There is a meaningful positive relationship between Effectiveness and technical skills. Improving technical skills could lead to an increase in efficiency, since managers with a higher level of technical skills can better understand the knowledge, tools, techniques and the resources needed to understand and achieve organizational goals and better use them too. These results are consistent with those of Pant, and Barondi (2008); Afshari et al., (2010); Gentry et al., (2008) and Gladson & Augustine (2005).

Sport management knowledge and experience is needed for managers who wish to work in sport related organizations. With no doubt senior partners keeping this in mind is not going to improve effectiveness of the managers but only makes them keener regarding the qualification of the managers. Belzer (2001) also introduces technical skills as the lost chain; extremely sensitive to achieve success.

Finally, according to the results of this study we could consider management skills like perceptual skills as highly important in management effectiveness. In the same direction Sport and Youth Affairs department can hold courses teaching management skills to improve effectiveness of managers.

REFERENCES