

Determining managers' triple skills of physical education department in Khuzestan and investigating relationship between it and their demographic characteristics**¹Maryam Askarzadeh,²yashar hormati,³Rezvan Dadkhah,⁴Marziyeh AbootalibeAdergany**¹*Young ReserchersClub,ShoshtarBranch,Islamic Azad University, Shoshtar, Iran*²*Department of Physical Education,Ardestan Branch, Islamic Azad University, Ardestan,Iran*³*Young ReserchersClub,KhorasganBranch,Islamic Azad University, Isfahan, Iran*⁴*Department of physical Education,Science and ResearchBranch ,Islamic Azad University, Sanandaj, Iran*

Maryam Askarzadeh, yashar hormati, Rezvan Dadkhah, Marziyeh AbootalibeAdergany: Determining managers' triple skills of physical education department in Khuzestan and investigating relationship between it and their demographic characteristics

ABSTRACT

Today, effective management has the main role on obtaining goals of exercise and sport that have done and organized as a particular exercise. The best way for obtaining success and goals that the managers' triple skills need them. The goals of this study was determining managers' triple skills of physical education department in Khuzestan and investigating relationship between it and their demographic characteristics. This study is descriptive study and with the field methods. The sample Statistic society is including 145 individuals, including directors, deputy department head of Physical Education and vice president of sports bodies were selected as subjects. Measurements were expressed as questionnaire consisting 70 questions and triple skills of management including 41 questions with 5 value of Likert and its validity is calculated by 15 experts and 74% justifiability and perpetuity were calculated by Cronbach Alpha 89%. The main findings of this study showed that among triple skills of management "technical skills" with 41/95 mean has the most important and "realization skills" with 21/92 mean has less important. There is meaningful relationship among personal characteristics (such as: age, gender, duty experience, sporting experience, management experience, the manner of education and human and realization skills. It is showed that management has negative relation with technical skills. Moreover, is showed that that there is positive correlation among triple skills of management.

Key words: Demographic characteristics, Realization skill, human skills, Technicalskill**Introduction**

In all of the organizations "the management" is the most important components in obtaining (achieving) effective organizational goals the manager as the official representative makes coordination and increases the effect and the successful of the organization depend on his / her doing. Hersy and Blanchard declare (observe) that the successful organization has the key characteristic which is dynamic and efficient, eligible clever, experienced and knowing about ABC and technical. Management in organizations, the organizations will success in obtaining organizational goals [10].

The physical education organization as a largest organization in the country, because of its characteristic to be different from other organization and management area. This characteristics are programs and activities of physical education and sports that they are widely in society and have complex of particular element. And every day add to

range of activity as the sport programmer and activity became wide and complex, so that sport management will be complex and there will be eligible and skills methods in sport management.

The results of studies show that the manager need all of skill for successful and effective work in other hand triple skills are depends each other if there is not one of them, other will be faulty and fragmentary, in general, the three levels mangers need triple skills which include the technical, human and realization skills raise the managers' abilities for planning sport analyzing external and internal circumference in organization and understanding the complex of variety sporting programs and knowing (realizing) sporting culture .

The sporting managers need human skills for effective duty and behaviors of human forces. Also it is so important for using technical skill or trading to the inferiors that how use them [9]. in this research, tried that levels determine of skills .management of Khuzestan and investigate that the managers what

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skills need and study the demographic characteristic and their relationship and effect of on managers' operation the results of this study cause to knowledge of organizational organization also it is caused to quality of their work.

Methodology:

In this study regarding to its nature and goals (determining level of triple skills of management of physical education of towns of Khuzestan and their relationship between them and demographic characteristics) is used "descriptive correlation" method and the information is collected by questionnaire that forms field.

Statistical society:

Statistical society includes all of the managers physical education directors, deputy department head of Physical Education and vice president of sports bodies were selected as subjects of Khuzestan, That they do work at the management level. (non=145) Measurement of collecting data.

Measurement of collecting data including questionnaire with 2 parts: demographic characteristics question that contains 7 coefficient managers, skill question and measurement (Likert value). Questionnaire obtained form justifiability $KMO = 0.749$ and Chrombakh Alpha about $\alpha = 0.898$. Regarding to the obtained measurement, the questionnaire have higher justifiability and perpetuity

Statically method for analyzing data:

For analyzing data is used SPSS software (version 16). descriptive statistic (including plenty, frequency, condensation, standard deviation mean) and for tasting the hypothesis and investing the relationship between demographic characteristics and management triple skill used Spirmanscorrelation coefficient (studying relationship between dependent and independent variables) and Pirson's correlation coefficient (level for hypothesis data of study is $P < 0.05$).

Results:

a) Results of descriptive statistic of managers' demographic characteristic of physical education department of Khuzestan:

1) the lowest level statistic is 16-25 years old persons and higher level of statistic is 26-35 years old persons.

2) Gender: the lowest gender is women with 28/9 frequency and the highest gender is men with 71/1 frequency.

3) Single or married: the singles are too small with 29/8 frequency and the married persons are too high with 70/2 frequency.

4) Education the lowest education is diploma (4/4 frequency) and the higher education is MA (62/3 frequency)

5) Major of education: the least persons are in other majors about 4/4 frequency and highest persons in physical education with 49/1 frequency.

6) Sporting experience: the lowest experience is in Asian and worldly experience with 6/1 frequency, the highest sporting experience is provinces with 55/3 frequency.

7) Duty experience: the lowest experiences are 6-10 years and the highest experience is 1-5 years.

8) Management experiences: the lowest experience is 9-13 and the highest experience is 1-3 years.

9) Organizational position

The results of descriptive statistic showed that the sample statistics in this study are young, men, married and MA (lisans) and also the management and duty experience is low and with the higher sporting experiences.

b) The results of descriptive statistic of triple skills:

1) Realization skills: the mean of managers, realization skills in the physical education department in Khuzestan is 21/92.

2) Human skills: the mean of managers' human skills in the Human skills the mean is 26/7.

3) Technical skill: the mean of managers' technical skills of physical education department in Khuzestan is 41/95 regarding to the means, the managers' need higher technical skills than human skills and need higher human skill than realization

Discussion and Conclusion:

These findings are similar to Naderian and Mirhossein, Shojaa [11] Abdollahi and Youni [13] s' finding. Their finding showed that gender has not effect on success of managers.

Although Youni declared that the gender has effect on the making decision. But, Farvardin showed that age has meaningful relation with working skill why his statistics society are coaches in premier league, so age has important effect on communication using coaching knowledge and experiences.

The finding of this study shows that education has not meaningful relation with management triple skills, this finding is similar to t The finding show that the gender has not meaningful relation with managers' triple skills. Naderian and Mirhosseini s' findings in the parts of relationship between educating and technical and human skills but, it is not similar to the Najafabadi and Rismanchian s' finding, perhaps because of the Najafabad s' study is about roster of industry and showed that The education has effect on the determine managers' technical needs and Rismanchian did his research on head masters

the result show that there is meaningful relationship between managers' function and their education.

Naderian and Mirhosseini and Abdolahi, in their finding showed that there is meaning relationship between education and realization skill, however they are used in physical education but, in Abdolahi's research, the statistic society is middle sporting managers and Naderian and Mirhosseini's statistic society is sporting managers of varies sporting organizations levels of management has the key role in determining the need of triple skills' of management. Regarding to the relation of the dewographic with these skills they are different in the management of triple skills.

The finding of the study showed that the education has not meaningful relation with the three managements Sallimi and his cooperators in their study finding that there is meaningful relationship between education and successful of managers. But Naderian and Mirhosseini and Abdolahi declared that there is relationship between managers' technical skills and their education .they believed that, the managers who educate in physical education major ,they are successful than others' because they have worthwhile experiences.

The finding of the research show that the management triple skills (realization, human, technical).

Naderian and Mrhosseii find out that management experience has meaningful relation with skills because of that realization skill has the main effects on making decisions and planned but researchers' society is sporting managers in the management different levels.

But in this research, is determined that there is negative relationship between management experience and technical skills.

($r=0/211, p=0/012$).Where there is negative relationship between management experience and technical skill showed that, if the management experience of person is higher, so he involve in planning, organizing, controlling and executing the plans (however it is in operational levels) so it is far from executing the technical skills automatically so he/she like as the observer executes the technical skills.The finding show that sporting experience has not meaningful relation with management triple skills .this subject show that the managers need to all of the skills for successful and effective doing in the other words the triple skills depend on each others and the absence one of them caused defection in others.As observed before, comparing skills which need for sporting managers of physical education

department in Khuzestan (regarding that the sporting managers in test are in the operational levels) so they are similar to the Naderian, Mirhosseini, Ahmadi, Zali and Yazdi s' findings and some of them said that the managers regarding to the level of themselves are different in needs of triple skills.

Gudarzi declared that (in his study)"there is different meaningful relationship between technical, realization and human skills of managers of three levels of physical education department and operational managers need technical skill.

Mozafari showed that among technical skill which need for managers; triple levels there are different meaningful relationship and the needs to the operational managers to the technical skill is more than others, whereas the technical skill works with subjects (in the sporting department with situation, places, and equipment and executive programs and sporting operation) and the operation is done (mostly) by operational managers and with association of employees and technical experts, so they need technical skill, moreover most of the researchers believe that operational manger is like as employees and just because of their merit and aptitude will become the managers.

Naderian showed that managers of operational levels for effecting duty, they need to the skill that organized as organizational and local levels and those are different and their needing increase or decrease.

Based on researcher's findings, the research obtained these results that the managers of physical education department of Khuzestan, needs to these indexes: skills of analyzing the political environment and using hypothesis, understanding the importance of economical cases and taking economical supports and skills of innovated and creativity and initiatively.

In the human skill area, they needed to the variables such as: the ability of speech and expression fans, skills of controlling people who have problems or made them and skill of evaluating of employees' operation and they are similar to the Naderian and Mirhosseini s' findings. They showed (in their studies) that sporting managers for effective duty and series of human factors need skills such as making safely jobs for inferiors, skill of resolve the problems and confliction and discrepancy between employees, the ability of speech and expression fans.

Also, in the technical fields, they need indexes such as: financial and auditing skills and knowledge of foreign languages, ability of using computer and software programs and skills of budget of programs.

Table 1: comparing of scales of needing skills for managers from testing viewpoint.

Skills	Minimum	Maximum	Standard deviation	Means	Variables
Realization skill	14	30	3.56	21.92	114
Human skill	16	40	5.96	26.07	114
Technical	31	60	7.20	41.95	114

Table 2: value of minor measurements of realization from testers' viewpoint.

Minors measurements of realization skills	Mean	Standard Deviation
Skills of solving the problems and suggesting the way for solving them	1.96	73%
Skills of coordinating the effective factors in planning and active	2.03	76%
Skills of knowing problems through investigating marks and signs	2.12	62%
Skills of performing the ideas	2.17	55%
Skills of managing the changes of organization and environment	2.17	68%
Skills of making decisions based on corrective evaluation	2.22	58%
Skills of analyzing the organizational relationship	2.22	65%
Skills of initiatively and activity	2.30	59%
Understanding the economical aspects and attracting economical supports	2.36	91%
Skills of analyzing political environment and using appropriate opportunities	2.37	73%

2 table showed that the mean of minor realization skill value from testers' viewpoint also that, we observed, the skill of analyzing the political environment and using opportunity has the most important with 2.37 mean and skill of solving problems with 1.96 mean has less important.

Table3: the importance of human skill value from testers' viewpoint.

The minor human skill value	Mean	Standard deviation
Skill of thanking a inferiors	1.71	63%
Skill of dignifying clients	1.72	75%
Skill of communicating between employees and other persons	1.74	69%
Skill of making secure jobs for inferiors	1.83	62%
Skill of listening and paying attention to others' saying	1.85	83%
Skill of managing group and making cooperation	1.92	57%
Skill of having made motivation by pay attention to the others' saying	2.07	65%
Skill of guiding, directing, guiding, and rending employees	2.10	81%
Skill of learning and teaching employees and making areas for arising people	2.15	68%
Skill of solving problem between employees	2.18	68%
Skill of evaluating the correctness of employees	2.22	64%
Skill of managing the people who has problems or made them	2.22	77%

3table showed that the mean of human skill value from testers' viewpoint. As observed that, the ability of speech with 2.34 mean has most important and skills of thanking inferiors with 1.71 mean has less important.

Table 4: the importance of minor technical skill value from testers' viewpoint.

Minor of technical skill	Mean	Standard deviation
Skill of organizing sporting teams	2.04	0/74
Ability of managing the camping	2.06	0/81
Skill of making secure places	2.07	0/79
Skill of having official writing	2.09	0/63
Skill of performing provisional competitive	2.10	0/80
Skill of employing human forces	2.10	0/63
Observing on calendars and operational programs	2.12	0/80
Skill of planning in the technical affairs and sporting operation	2.13	0/63
Knowledge of coaching	2.15	0/75
Knowledge of arbitration	2.32	0/85
The knowledge of recognizing of sporting equipment	2.32	0/68
Knowledge of coaching experiences	2.39	1.03
Skill of council of designing the sporting places	2.50	0/92
Knowledge of sporting rights	2.55	0/83
Skill of budget of programs and activity	2.59	0/89
Skill of working with computer and software programs	2.73	0/90
the knowledge of foreign languages	2.76	0/83
Skill of financial and audit affairs	2.91	1.03

Table 5: the results of analyzing correlation between personal characteristic and realization skills

Personal characteristics	Spirman 's coefficient correlation	Meaningful level
Age	-0/061	0/385
Duty experience	-0/063	0/251
Management experience	0/012	0/447
Education level	-0/107	0/141
Sporting experience	0/107	0/128
Major of education	-0/078	0/204
gender	-0/100	0/144

As observed in 5table regarding to obtained the s coefficient correlation and meaningful level, there is not relationship among of the personal characteristics.

Table 6: the result of analyzing coefficient correlation among personal characteristics and human skills

Personal characteristics	Spirman 's coefficient correlation	Meaningful level
Age	-0/061	0/261
Duty experience	-0/131	0/083
Management experience	0/034-	0/360
Education level	0/106	0/131

Sporting experience	0/61	0/370
Major of education	0/031	0/370
gender	-0/005	0/479

As observed in 6table regarding to obtained coefficient correlation there is not meaningful level among none of the personal characteristics relation to the human skill of manager for managing physical education of Khuzestan.

Table 7: the results of analyzing correlation among the personal characteristics and technical skill

Personal characteristics	Spirman 's coefficient correlation	Meaningful level
Age	-0/029	0/381
Duty experience	-0/055	0/280
Management experience	0/211	0/012
Education level	0/018	0/425
Sporting experience	0/99	0/147
Major of education	0/028	0/385
Gender	-0/068	0/235

Table 8: the results of analyzing correlation among triple skills with each others.

Variables	Human skills	Realization skills	Technical skills
Realization skills	787*/0		488*/0
Human skills		787*/0	457*/0
Technical skills	457*/0	488*/0	

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