

ORIGINAL ARTICLES

The Effect of Motivation on the Productivity of the Employees of Sport Departments of Ardabil Province

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ABSTRACT

Today, there is an agreement on the high value of human resources of every organization as an invaluable asset. One of the main concerning of managers is having highly motivated human resources (Ali, 2003). Among all organizations, having highly motivated human resources in the sport departments is very important. In this study, that was in 2010; the effect of motivation on the productivity of employees of sport departments of Ardabil province has been assessed. The samples of this study are 150 persons (15 females and 135 males) and all of them have been taken part in every steps of this study. The effective factors such welfare, work condition and environmental factors on the motivation have been sassed through a questionnaire of 30 questions and the result has been calculated and analyzed by SPSS. At the end, it is concluded that there is a significant and positive relationship between the motivation and the environmental factors and the degree of productivity of employees of sport departments of Ardabil province.

Key words: Physical education, sport, sport management, motivation, productivity.

Introduction

One of the important responsibilities of every organization is making great use of every facility in disposal in order to gain the planned purposes and meanwhile the human resources play an important role (Schll., 2006). In today's competitive world, human resources guarantee the maintenance and survival every organization (Honari, 2006). Productivity is the maximum using of physical and human resources in a way that it causes the improvement in prices, market, job opportunities and commonwealth. In the other words, productivity of human resources is another aspect of quality and quantity of products which are as a result of increased effort of human resources (manager- d107. blogfa.com.). Motivation is one of the main reasons of increased effort and quality because human resources are the main factors to find the intended way in all industrial, commercial and official organizations. If human is both the purpose and agent of developing, motivated factors should be identified and provide them for the human resources.

Knowing the motivated factors is important for every organization manager because knowing them are knowing the reasons of some behaviors of some human resources such as why dose human work? Why do some employees dislike their jobs? Why are some people active (Honari, 2006).

Finding the answers of these questions, in fact, is the key to accomplish the needed motivation in employees. According to some scientists, motivation is a need and human works to achieve motivation. In today's organization, besides physiological needs, other needs such as opinions, insights, security ... should be provided for the workers because highly motivated human resources are playing the main role in development of every developed country (Functional principles of reducing productivity, 2002). The studies of Honary and associates showed that motivation evoke effort and dynamicity in every organization and there is a significant relationship between the motivated factors such as welfare, wage, work condition and nature of work with increasing the degree of productivity of personnel (Honari, 2006).

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In the other research by Sardar Gari and associates concluded that the only factor of dissatisfaction in Turkey is welfare and amount of wage which can effect on the productivity of the workers (Geri, 2008).

The result of wexli and Yuki confirm this hypothesis that enough amount of wage and satisfaction and degree of motivation have positive relationship (Kenneth, 1983). Mohammad Nazari, in his study verified that motivation is the key factor of productivity (Nazari, 2006). So it is clear that one of the main reasons of attaining a goal in increasing motivation in human resources. The effects of the environmental factors which effect of the degree of motivation, lower or higher, must be investigated and controlled (Sumanth, 1985).

Method:

The current study is descriptive and the information collected through questionnaire. The questionnaire is consisted of three parts of 10 questions and analyzed by Kronbach Alpha with the degree of freedom % 83. Beside the main questions of questionnaire, factors such as age, gender, work experience and amount of income in a month have been investigated too. The findings have been analyzed through SPSS.

Results:

As table 1 shows, age of nearly %49 samples are above 40 and %32 are between 30- 40. The range of age is rather high. Based on the table, majority of the samples are male and majority of the work experience is related to the employees with 5-10 years work experience which shows that most of the employees have experience of above 10 years. The amount of income is about 301 to 500 dollars (%56) which are average or minimum.

Table 2 shows that there is a significant relationship ($p < 0.01$) between the increased welfare factors (salary, remuneration, leave ...) and productivity of employees of sport organization of Ardabil province and as the welfare increase the productivity increase.

As table 3 shows that there is a significant relationship between the environmental factors and the productivity ($p < 0.05$).

The information of table 4 shows that there is a significant relationship between the work nature factors and productivity ($p < 0.05$).

Table 1: The frequency distribution of age, gender, work experience and amount of income of samples.

Degree of income		Work experience				Gender distribution						Age distribution									
Less than 300 dollars		301 to 500 dollars		More than 501		1-5 years		10 years		Female		Male		30 years old		30 to 40 years old		Above 40 years old			
F	P	F	P	F	P	F	P	F	P	F	P	F	P	F	P	F	P	F	P		
25	%17	84	%56	41	%27	12	%8	78	%52	60	%40	15	%10	135	%90	15	%10	62	%36	73	%49

Table 2: Frequency related to welfare questions of questionnaire.

Level X	So many	Many	Average	Few	So few	Total
Frequency	780	395	175	105	45	1500
Percent	%52	%26	%12	%7	%3	%100

Table 3: frequency related to environmental factors (work condition, light ...)

Level X	So many	Many	Average	Few	So few	Total
Frequency	680	405	220	134	61	1500
Percent	%45	%27	%15	%9	%4	%100

Table 4: frequency related to work nature factors (attractiveness, official position, prestige, capability of doing ...).

Level X	So many	Many	Average	Few	So few	Total
Frequency	680	484	222	146	68	1500
Percent	%38	%32	%15	%10	%5	%100

Discussion:

One of the ways of reaching a purpose is evoking motivation in human resources who work in the organization at special positions. Different factors such as suitability of work condition, good relationships, providing required materials ... are involved in evoking motivation (Khaki, 2006). Each of the factors can be effective in changing the degree of motivation in human resources. It is worth to mention here that the motivation is not related only to financial issues but also other factors such as opinions, insights and so on.

In this study the effect of motivated factors on the productivity of personnel of sport organizations of Ardabil province has been investigated. The findings show that the factors such as welfare, work conditions, nature of work can be effective in increasing the productivity. Based on the findings, welfare factors have the most effect on the productivity. These findings are in accordance with the findings of Habib Honari and associates (Honari, 2006). Also this study's findings are in agreement with findings of Wexli and Yuki (1983) who found that the increasing welfare effect on the productivity of the workers. Another research which has been done by Sardar Geri and et al showed that another factor which decrease productivity and cause dissatisfaction is the low amount of income, this study conducted in Turkey (Geri, 2008). Finally, if we consider human as an element of developing, we should give more attention to human resources as an invaluable asset of any organization especially in sport organizations, official organizations. Motivation beside the other factors such as education, job satisfaction, cooperation of organizations with each other has more effect on productivity (2007). As far as the productivity is the main factor in developing, the managers of organization in general and managers of sport organizations of Ardabil province in particular should pay much attention on knowing the effective factors and analyzing them. Because the effect of motivated factors on productivity have been investigated and confirmed by various studies. Those managers who do not lag behind in today's competitive world should consider the productivity factors which are essential for development and survival.

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