Compare the performance of physical education managers with physical and non-physical education certified in Medical Sciences universities

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Abstract

Human resources executive, are the indices of different organizations and evaluation of their performance is a very important process, and is the most sensitive issues, which authorities are faced with it. The purpose of this research is Compare the performance of physical education managers with physical and non-physical education certified in Medical Sciences universities. This research is a descriptive comparison, which in terms of data collection, is field. The populations of this research are physical education experts and students of medical universities, so the sample is non-random, targeted and accessible. The data collection tool is a questionnaire made by the researcher. The questionnaire consists of four dimensions of managerial, technical skills, social features, personality traits, and is built on a Likert scale. The descriptive statistics were used to calculate central tendency and dispersion, and inferential statistics were used to determine the KS test for Normal data; the method of this research is independent t. To analyze the data, used the software SPSS. The analysis results showed that according to the hypothesis of this study, there are significant differences in all components, except the managerial skills based education. Finally, this study suggests that organizations provide expertise in priority administrators, and care about it.

Key words: performance, performance evaluation, University of Medical Sciences

Introduction

Human resources, especially managers, are the indices of different organizations, for this reason, experts in organizational behavior and human resources, have particular attention to it, to identify their characteristics, take steps to increase efficiency and organizational effectiveness (Rabinz, 1999). Senior managers must understand that achieving a good quality of working life, require that jobs be designed well, and the performance of senior managers, to be constantly reviewed and evaluated. In today's competitive world, without a doubt, one of the important instruments of change and survival and to achieve the goals and policies is educational programs and new approaches to improve the performance of senior managers in the organization main reasons for assessing the performance of the organization as such, A) evaluate the performance, causes systematic judgments to support salary increases, employment or even demoted. B) A tool that gives feedback to employees, to how they work, and what is the required changes in
behaviors, attitudes, skills or knowledge of their job? C) A basis for education and counseling supervisor with people (Mahmoud Zadeh, 2009). Performance indicators senior managers of any organization is its display, the realities of affairs and management system, efficient tool to evaluate the programs and activities of the organization and its managers, that through which it became aware of the achievement of predetermined targets in the programs and achieve the optimal performance of employees. A strong focus on performance indicators, will help to identify and better understand the gaps, shortcomings, deficiencies and also in terms of qualitative and quantitative improvement of the programs. Performance indicators can be placed on the review of the three main approaches that include: Assist in the evaluation system based on true factors, the increase in combined operations, and in principle, it is mirrors the evaluation. Provided, the method and route for knowledge management function. Faults of program will specify the evaluation. (Arnetz et al, 2013).

Many researchers have been trying to assess the performance of managers, coaches and officials of different organizations, and a lot of research has been done in these cases.

Ramezaninejad et al (2013) conducted a study entitled Comparison of performance of coaching, from the perspective of experts, athletes and coaches, The results showed that the performance measurement systems can be categorized coaches in eight factors, working practices and technical, training and athlete development, personal performance coach, public relations, finance, team performance, maintenance teams and knowledge management the special value greater than one.

Eghbali (2015) in a research entitled "Study of the Performance Relationship, a senior police managers with the performance of (the case of a police emergency center staff of (110) Tehran)" came to the conclusion that there is a significant relationship between wages and adequate quality of work life and performance of senior managers, as well as establish direct and positive relationship between growth and progress, democracy at work, the performance of senior managers and staff performance.

In general it can be said, that anyone who is responsible for managing the work of two or more people, the Under the supervision of a circle, a small section within a department or unit to leadership positions, management, Directorate-General, Ministry, etc., must have supremacy in terms of expertise and experience to his subordinates. If you follow this principle, solved many of the problems and common administrative organizations greatly. The results of this study can yield useful information on the state of physical education and non-technical managers with expertise in medical science universities in the country, and comparisons between its performance and index between the two groups will be available to managers and officials, especially officials of the university physical education. Thus, the administration officials and planners can use the information; provide the context necessary to overcome the existing obstacles and problems, that being reduced each performance indices. University of Medical Sciences is one of the largest and most influential universities in the country, so the use of effective systems of selection, recruitment, education, training, evaluation, and their development is also of particular importance. Given the above, the aim of this study is to compare the performance of physical education managers with physical and non-physical education certified in Medical Sciences universities.

Materials and Methods

This research is a descriptive comparison, which in terms of data collection, is field. The populations of this research are physical education experts to 196, and students of medical universities To 375, so the sample is non-random, targeted and accessible. The data collection tool is a questionnaire made by the researcher. The questionnaire consists of four dimensions of managerial, technical skills, social features, personality traits, and is built on a Likert scale. The descriptive statistics were used to calculate central tendency and dispersion, and inferential statistics were used to determine the KS test for Normal data; the method of this research is independent t. To analyze the data, used the software SPSS.

Results

There is a difference between the performance of physical education managers with physical and non-physical education certified in Medical Sciences universities.
Table 1. Independent t-test for the difference in performance of Physical Education managers with certified and non-physical education

<table>
<thead>
<tr>
<th>Variable Index</th>
<th>Levine test</th>
<th>Sex</th>
<th>M±SD</th>
<th>t</th>
<th>df</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>The overall performance of Physical Education managers and non-physical education</td>
<td>0.98</td>
<td>0.01</td>
<td>male</td>
<td>3.91±0.24</td>
<td>.63</td>
<td>571</td>
</tr>
<tr>
<td>female</td>
<td>3.87±0.23</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

According to the results in Table 1, there are significant differences between the performance of physical education managers with physical and non-physical education certified in Medical Sciences universities. As a result, the research hypothesis is confirmed.

Table 2. Independent t-test for the difference in managerial skills

<table>
<thead>
<tr>
<th>Variable Index</th>
<th>Levine test</th>
<th>Sex</th>
<th>M±SD</th>
<th>t</th>
<th>df</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management skills</td>
<td>0.35</td>
<td>0.88</td>
<td>physical education</td>
<td>4.01±0.37</td>
<td>-0.59</td>
<td>571</td>
</tr>
<tr>
<td>non-physical education</td>
<td>4.07±0.41</td>
<td></td>
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</tbody>
</table>

According to the results in Table 2, there is no statistically significant difference between the performance components of managerial skills based education. As a result, the null hypothesis is confirmed.

Table 3. Independent t-test for the difference in technical skills, the social features, the personality characteristics of managers

<table>
<thead>
<tr>
<th>Variable Index</th>
<th>Levine test</th>
<th>Sex</th>
<th>M±SD</th>
<th>t</th>
<th>df</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technical skills of managers</td>
<td>0.56</td>
<td>0.35</td>
<td>physical education</td>
<td>3.72±0.59</td>
<td>0.04</td>
<td>571</td>
</tr>
<tr>
<td>non-physical education</td>
<td>3.72±0.60</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Features of managers</td>
<td>0.78</td>
<td>0.80</td>
<td>physical education</td>
<td>3.91±0.34</td>
<td>0.80</td>
<td>571</td>
</tr>
<tr>
<td>non-physical education</td>
<td>3.84±0.36</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personality traits of managers</td>
<td>0.91</td>
<td>0.04</td>
<td>male</td>
<td>3.98±0.43</td>
<td>39.1</td>
<td>571</td>
</tr>
<tr>
<td>female</td>
<td>3.84±0.38</td>
<td></td>
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</table>

According to the results in Table 3, there are significant differences between the technical skills, the social features, the personality characteristics of sport managers with physical and non-physical education certified in Medical Sciences universities. As a result, the research hypothesis is confirmed.

Discussion and Conclusion

There is a close connection between organizational performance and management style, so that the success or failure of a system attributed to its management. Hence, the management has significant value. (Kirsten, 2008). Many experts in management science believe that has a direct impact the beliefs and attitudes of managers in their behavior and performance, and they also affect the behavior and performance groups operate within a system. (Rezaee, 2005). Alexis perspective, managers need to improve accountability organizations, and make rapid changes in response...
to new environmental demands in the shortest time. (Alexis, 2007). In this study, our main vision is expertise and experience of managers. In short, we can say that there is a low public confidence in the profession, or at least it is not used as a criterion in the appointment. Lack of proper attention to the experience and expertise has made the determination managers, carried out without regard to these important criteria. Lack of acceptance of management as one of the present knowledge and one of the required Specialty fields, due to the lack of development of this field in our country and confusion about the nature of the discipline. Especially as "art", has led to knowledge of management is recognized as a scientific discipline or as scientific activities towards a better understanding of complex organizational attributes of office came to them. It must be understood that even though there are a lot of capable managers, who may not have the management expertise, and even in several different responsibilities, have better performance and more successful, But without a scientific assessment of the work and without comparing their performance with the experts, cannot be issued a general warrant, and knowledge management declared invalid (Abbas Zadeh, 1999). Consequences of selecting managers with little experience and little expertise to management positions include: 1. the role of expertise and experience in promotions, loses its importance in terms of staff. 2. The Organization lacks a good manager and qualified specialist services. 3. The staff has the expertise and experience that are more than their manager, the discouraged and reduce their specialized services. 4. Director fails to perform its core functions, such as planning, organizing, leadership, control, and guide and motivate employees toward the goals of the organization, especially using their ingenuity. 5. Professional and experienced staff, will lose their hopes for enterprising management, even with increasing expertise and experience, and if they feel the need to increase specialized expertise not see the basis for promotion and career promotion, loss the specialized learning motivation. According to the hypothesis of this study, there are significant differences in all components, except the managerial skills based education. In total, the overall conclusion of the study is that, for the director of the organization, is always the most competent person of the organization, it is necessary to predetermine the terms of appointment of managers in any organization and act accordingly. Given the above, it can be concluded, almost all domestic and foreign researchers are also in line with the results, and confirm the results of this research.

Conflict of interest
The authors declare no conflict of interest

References
Eghbali M, 2015. Study of the Performance Relationship, a senior police managers with the performance of (the case of a police emergency center staff of (110) Tehran). Quarterly Inspection - Year IX - Number 3 from page 99 to 122.