Relationship between triple managerial skills and the mental skills of the physical education teachers in Isfahan

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Abstract

Effective management needs to the proper management model in training centers. Leadership each level (senior, intermediate, operational) have effective role in efficiency & achieve organizational goals, do the organization can obtain to their goals when they have effective leaders. The present study examines the relationship between managerial skills, mental skills, physical education teachers was conducted in Isfahan. Methods In this descriptive -correlative to the survey was conducted. The statistical population of this paper included the physical education instructors in Isfahan province in 2012 among 632 persons in which 242 persons were selected as the sample in random method according to Morgan table. And mental skills were used. Then confirm the validity of the questionnaires by expert's question the reliability of the method was assessed by Cronbach's alpha. This coefficient was estimated at 0.84 in the first questionnaire and as 0.84 in the second questionnaire. The findings of this paper were analyzed through T-tests and one-way variance and Pearson coefficient of correlation test, and multi-variances Regression test in progressive method in order, by equal 0.05 levels. Management skills (human and technical) have positive significant relationship with psychological skills. Based on demographic characteristics, managerial skill level depending on age, employment, work experience and education and skill levels of psychological sex, marital status, age, type of employment and education, there was no significant difference. Predictive relationship between the components of management skills there was a positive significant relationship with psychological skills.

Key words: management’s triple skills, mental skills, physical education instructors.

Introduction

Productivity is one of the identities for achieving perfection in human-made system & human administrative & educational activities effort source began to increasing productivity, perfection-seeking of human nature.

Today with increasing shortage of resources & growing competition in global economy, it is necessary to increase productivity of human society in all aspects of life. Different countries show their efforts for increasing their national industrial, commercial & educational productivity & try to help increase the levels of productivity by management different ways & selection of qualified personnel (Nazme, 2005).

Education is a key factor in economical, social, cultural & political development in a society. Surveying effective factors in growth & development the developing & industrial societies show that all countries have
strong & efficient education. The role of effective managers is irrefutable in each educational system of society, as far as the experts believed that the function of a nation depends to the organizations & their functions & their managers. Teachers don’t have management position, but they use some skills such as; make decisions, planning, organizing & evaluation for doing their educational tasks for leadership & manage the class (Nave Ebrahim, 2006). A teacher must be same as a manager & have human, cognitive, technical skills to have proper & best teaching in class by these skills & diagnostics other factors. If physical-education teachers have skills of wise coach, medical knowledge of physician, leadership of manager & insight of psychologist in consultation, certainly is so much successful than other associates (Katz, 1991). Physical-education teachers must been effective leadership & can manage their classes same as other teachers. The teachers who know what must do, with which quality, how & worked on whom & do their work with visible goals have more efficiency. A person is teacher who compensation the handicap of books & lack of educational facilities or vice versa, the best situation & subject of teach change to the in-active & non-interests environment with lack of abilities & skills. Also, one of the most beautiful human’s characteristics are the ability of creativity & because of this characteristic the human can create idealistic goals & flourish & develop their abilities (Naghshbandi, 1997).

Coaches & athletes know the regular motivation, mental imaginary, increase confidence, increase motivation (target selection) & attention & concentration skills (internal dialogue & mental programs) is profits for mental preparation on program (Via berg and Gold, 2003), Williams & Krane reviewed research in a chapter of practical sport psychology book that they compared success & non-success athletes' mental skills & characteristics. In these researches, success athlete with better concentration positive attitude, predominate, positive sport thought & image & commitment. Williams and Krane resulted that basic knowledge is using regular & exercise mental skills, although must be surveyed on other factors. They introduced skills which success athletes used to obtain best performance; imaginary, target selection, the methods of thought control, the methods of balance of motivation, accurate program for competition, accurate methods for re-concentration to accept with unpredictable situation when don’t paid attention to situation happened before the competition (Vaez Mosavi, 2006). Regarding to teachers is considered as basic frame work of educational system & they have relationship with students directly, it seems the people who do these works must be profit so much. Regarding to that mental skills are the predictable factors for personal working development. Are the management skills enough for success & influence on others? Can teachers' mental skills & the level of their management skills, best influence in Education Department? Is there relationship between management skills & mental skills? Do the physical education teachers know the mental & management skills? These questions are important cases regarding to the importance of subject, the researcher tried to surveying on the hypothesis, answer to the questions, so the current research prepared & specify the relationship between triple management skills & mental skills for using human forces in educational systems.

**Materials and Methods**

The current research has correlation in term of nature & is practical in terms of goal & is surveying kind in term of collection & for collecting data was used questionnaire. The researcher studied on triple management skills dimensions (cognitive, technical & human) & mental skills (Target selection, confidence, motivation, stress, relaxation, stress management, motivation, focus, focus again, visualization, mental exercises and planning) without any involvement. Regarding to the statistic the total teachers were 623 persons in 2012 based on Office of Human Resources Administration reports. The sampling was done as classified random appropriate to the volume of sample & the sample were selected about 242 persons base on Morgan's table. The measuring tools was triple managements skills questionnaire in 47 questions with cognitive, human & technical components & mental skills questionnaire in 48 questionnaire with Target selection, confidence, motivation, stress, relaxation, stress management, motivation, focus, focus again, visualization, mental exercises and planning components. For determining the validity of triple management skills & mental skills questionnaires want the physical education & sport science experts who have PHD in planning to say their comments about the questions of them. Also for determining the durability of questionnaires, the researcher distributed 30 questionnaires among the population & after filling out, they collected it & measuring the variance & based on Cronbach's alpha the reliability of mental skills questionnaire was 0.87 &triple management skills questionnaire was 0.84 for analyzing the questionnaire of data was used descriptive statistics (mean, standard deviation). In deductive statistic was used Leven's test for homogeneity of variance of data, kolmogorov-smirnov tests used for data distribution & Pearson's correlation coefficient test used for relationship between variables. The above statistical methods were done by SPSS software version 19 in the 0.05 level of error.
Results

What are the mental skills of physical education teachers in the Esfahan city?

Table 1: Distribution of minimum, maximum, mean and standard deviation of mental skills

<table>
<thead>
<tr>
<th></th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>SD</th>
<th>Mean hypothetical population</th>
<th>t</th>
<th>p</th>
</tr>
</thead>
<tbody>
<tr>
<td>mental skills</td>
<td>124</td>
<td>211</td>
<td>167.79</td>
<td>19.87</td>
<td>144</td>
<td>18.23</td>
<td>0.000</td>
</tr>
</tbody>
</table>

Based on the results shown in Table (1) t is significant. (P=0.00)

What are the Management skills of physical education teachers in the Esfahan city?

Table 2: Distribution of minimum, maximum, mean and standard deviation of Management skills

<table>
<thead>
<tr>
<th></th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>SD</th>
<th>Mean hypothetical population</th>
<th>t</th>
<th>p</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management skills</td>
<td>115</td>
<td>230</td>
<td>180.51</td>
<td>32.77</td>
<td>141</td>
<td>18.36</td>
<td>0.000</td>
</tr>
</tbody>
</table>

Based on the results shown in Table (2) t is significant (P=0.00)

Is there meaningful relationship between levels of physical education teachers’ management skills & mental skills in Isfahan?

Table 3: the correlation coefficient between management skills & mental skills

<table>
<thead>
<tr>
<th></th>
<th>Technical skill</th>
<th>Human skill</th>
<th>Cognitive skill</th>
<th>Total skill</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management-mental skills</td>
<td>R</td>
<td>0.279</td>
<td>0.199</td>
<td>0.070</td>
</tr>
<tr>
<td>p</td>
<td></td>
<td>0.000</td>
<td>0.002</td>
<td>0.290</td>
</tr>
</tbody>
</table>

Regarding to the results of table (3) the correlation coefficient is meaningful between mental skills & technical, human, cognitive & management skills in the P≤0.05 level.

Discussion and Conclusion

The findings of research showed that the technical skills (the special activity with certain method) have positive & meaningful relationship with mental skills in physical educational teachers. The results of current research are same as Keivan Far’s research (2011), the relationship between male swimmers athletes’ mental skills with elite & the exercising experience. The findings of his research showed that there is not meaningful relationship between mental skills of motivation, mental imaginary, objectively & national swimmers’ mental situation control with their exercising experiences. There is meaningful relationship between mental skills; focus, confidence, imagery and purposefulness of national elite swimmers. This similarity is because of similarity in two components of mental skills. Also the results of current research are same as Homan (2010) research on communication service. Homan knew the mental skills profitable as missing link for managers. The results showed that human skills (teachers’ abilities to work to be less, effectively as a member of the group and make collective efforts of the staff) have meaningful & positive relationship with physical educational teachers'
mental skills. These results are same as Jhang (2012) research, recognizing the most important evaluation factors of human skills in construction project managers of China. He showed that the most important human skills included; working with others, leadership others (honesty and trustworthiness and knowledge-related) effective communication (active listening and feedback). Shashk’s (2011) research results, handball players’ mental skills based on Russia veterans handball, is not same as the results of current research. He showed that mental skills are for obtaining more success while this kind of motivation to the mental skills is not proportion because players may face to the social problems in next year. This difference is because of cultural differences (Iran and Russia).

Also the findings of research showed that cognitive skills (Secretary Capability within the organization as units or knowing how to organize the various tasks are interdependent and changing one part of the organization, how it will affect other parts) don’t have positive & meaningful relationship with physical educational teachers’ mental skills. The results of current research aren’t same as Orhan’s research (2012), the effects of teachers’ cognitive & emotional skills on the students’ learning. He showed that the teachers have two basic roles in their education by cognitive skills for their students’ creativity & the students have times for surveying & recognizing their abilities & talent & second; the teachers have persuasive model for students. This difference can be because of differences in teachers’ & students’ characteristics. Also these results are not same as Kar mil (2006) research that about management skills for managers & he showed 9 management skills included; effects, conceptual & awareness & caution skills in making stable situation. The results of this research don’t know the cognitive skills one of the important & effective skills than mental skills.

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