

EVALUATION OF EFFECTIVE FACTORS ON HUMAN RESOURCE DEVELOPMENT OF KARATE IN ARDEBIL PROVINCE

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Abstract

This study investigates the effective factors on human resource development of Karate in Ardebil province. This study is applied and comparative in description. A standard questionnaire has been used to collect data of study which has been used in earlier studies, too. The external and time validity of this instrument has been accepted by the physical education experts and its consistency has been determined by Cronbach's Alpha. Statistical population of this study consists of officials of boards, coaches, referees and Karate athletes above 15 year old in Ardebil province who are active in this field at the time of this study. To analyze data in descriptive data section we have used frequency distribution tables and unilateral variance analyze, single group T- test and Friedman test was used in deduction data section. The results from single group T- test indicated that each of the factors (absorption, training, promotion, maintain and motivation) had a direct and positive effect on Karate development, and so the hypothesis of this study were accepted.

Key Words: Human Source, human Source development, Sport, Physical activity

INTRODUCTION

We are living in a time when society, culture and science have become increasingly aware of the great importance of sport not only as a part of mass culture, but broadly understood, for individual and social health and well-being. Physical activity of people plays an increasingly more important role in scientific interest regarding way of life found in contemporary society; it is a crucial factor in the process of officiating the level of healthy and active lifestyles, quality of life, and health in general. An indispensable role of physical activity in the course of human life is also confirmed, both permanently and scientifically, in the context of obesity prevention (Sekot, 2010).

The development of a sedentary lifestyle is the result of a socialization process that is developed at youth and continued into adulthood, and leads to physical inactivity. At the present we face in our cultural settings an apparent trend: People are becoming more and more individualized, losing the beneficial impact of community activities, involved in passive way of life that lacks a proper level of physical activities and active sport (Sekot, 2010).

Sport became one of the European Union's supporting, coordinating and supplementing competences with the ratification of the Lisbon Treaty in late 2009, setting in motion a process whereby individual Member States will be encouraged to implement evidence-based policies in order to improve their provision of sporting facilities and opportunities. This means that for the first time the EU is actively aiming to promote sport and physical activity at the policy level – not only with a view to improving health and physical wellbeing across

the EU, but also to enhance the role that sport can play in boosting social cohesion and for its educational value (Special Eurobarometer, 2010).

Physical activity is an all-encompassing term which includes physical education, sport, play and activity undertaken for enjoyment or health or performance enhancing purposes (Lunn, 2007). And Sport refers to those activities that are organized in a structured way and have a focus on competition (Lavin and Metcalfe, 2008).

Human Resources Development (HRD) as a theory is a framework for the expansion of human capital within an organization through the development of both the organization and the individual to achieve performance improvement (Kelly, 2001). Adam Smith states, "The capacities of individuals depended on their access to education" (Kelly, 2001). The same statement applies to organizations themselves, but it requires a much broader field to cover both areas.

Human Resource Development is the integrated use of training, organization, and career development efforts to improve individual, group and organizational effectiveness. HRD develops the key competencies that enable individuals in organizations to perform current and future jobs through planned learning activities. Groups within organizations use HRD to initiate and manage change. Also, HRD ensures a match between individual and organizational needs (Woodall, 2001).

Typical HRD practices include:

- Executive and supervisory/management development
- Professional skills training
- Technical/Job instruction and coaching
- Sales and marketing training
- Customer service training
- New employee orientation
- Health and safety training
- Organizational development consultation
- Group facilitation
- Classroom, e-learning, and blending learning (Kelly, 2006).

Therefore, the researcher in this study trying to study on five variables absorption, training, rearing and promote, maintain and motivate the human resource component of karate in Ardabil province. The human resources (teachers, referees and athletes) have been studied and proposed solutions to improve the quality and quantity offer. The researchers found the variables referenced in the answer to this question is what factors affect the development of human resources in Ardabil's karate sport?

RESEARCH HYPOTHESES

In this paper we have five hypotheses. The statistical way of analysis of hypotheses is two ways, H_1 is acceptance of hypothesis and H_0 is rejecting of hypothesis. In other words, it means that H_1 has positive meaning and H_0 has no meaning.

1. The role of human resource absorption has an impact on human resource development of karate in Ardabil province
2. The role of human resource training has an impact on human resource development of karate in Ardabil province
3. The role of human resource rearing and promotion has an impact on human resource development of karate in Ardabil province
4. The role of human resource maintain has an impact on human resource development of karate in Ardabil province
5. The role of human resource motivation has an impact on human resource development of karate in Ardabil province

METHODOLOGY

The main purpose of this study was examine the factor affecting on human resource development of karate. This has done in Ardabil province Karate organizations and the population was 83 of Board of directors, Coaches, Reviewers, elite karate players. We determined the amount of the sample size by census sampling methods. Table 1 shows the sample size Frequency.

Table 1: Sample Size Frequency

Participants	Frequency
Board of directors	5
Coaches	45
Reviewers	27
elite karate players	6
All	83

To gathering of data, we used a questionnaire with 55 items. Questionnaire reliability was estimated by calculating Cronbach’s Alpha. Table 1 shows the number of question and Cronbach’s Alpha for each dimensions of research.

Table 2: No. of questions in each variables and Cronbach’s Alpha

Variables	No. of questions	Alpha
absorption	1-12	.768
training	13-21	.762
rearing and promote	22-34	.821
maintain	35-46	.851
motivation	47-55	.852

In order to analyze the data resulted from collected questionnaires deductive and descriptive statistical methods are used. The results Kolmogorov-Smirnov Test shows the test distribution is Normal. So we can use t-test and Friedman Test to test the hypothesis of the research. To analyze the SPSS tool has been used.

RESULTS

The One-Sample T Test compares the mean score of a sample to a known value. Usually, the known value is a population mean. Also, a one sample t-test allows us to test whether a sample mean (of a normally distributed interval variable) significantly differs from a hypothesized value.

Table 3 shows sample output of a one-sample T test for Hypotheses 1. We compared the mean level of human resource absorption for our sample to a known population value of 3.

Table 3. The results of one-sample T test for human resource absorption

One-Sample Statistics						
	N	Mean	Std. Deviation	Std. Error Mean		
X	83	4.92	.026	.002		
One-Sample Test						
	Test Value = 3					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
X	67.47	82	.001	1.92	1.87	1.98

The mean of human resource absorption is 4.92, which is bigger than population mean of 3. And T value is 67.47 in 82 degrees of freedom. The significance value is 0.05. The estimated significance (0.001) is less than .05. Therefore, we can say that the human resource absorption mean of 4.92 is significantly bigger than the population mean of 3. In other hands, we can accept H_1 and we can say that has an impact on human resource development of karate in Ardabil province.

Table 4 shows sample output of a one-sample T test for Hypotheses 2. We compared the mean level of human resource training for our sample to a known population value of 3.

Table 4. The results of one-sample T test for human resource training

One-Sample Statistics						
	N	Mean	Std. Deviation	Std. Error Mean		
X	83	4.24	.849	.093		
One-Sample Test						
	Test Value = 3					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
X	13.3	82	.000	1.24	1.05	1.42

The mean of human resource training is 4.24, which is bigger than population mean of 3. And T value is 13.3 in 82 degrees of freedom. The significance value is 0.05. The estimated significance (0.000) is less than .05. Therefore, we can say that the human resource training mean of 4.24 is significantly bigger than the population mean of 3. In other hands, we can accept H_1 and we can say that human resource training has an impact on human resource development of karate in Ardabil province.

Table 5 shows sample output of a one-sample T test for Hypotheses 3. We compared the mean level of human resource rearing and promotion for our sample to a known population value of 3.

Table 5. The results of one-sample T test for human resource rearing and promotion

One-Sample Statistics						
	N	Mean	Std. Deviation	Std. Error Mean		
X	83	4.06	.239	.026		
One-Sample Test						
	Test Value = 3					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
X	40.3	82	.003	1.06	1.00	1.11

The mean of human resource rearing and promotion is 4.06, which is bigger than population mean of 3. And T value is 40.3 in 82 degrees of freedom. The significance value is 0.05. The estimated significance (0.003) is less than .05. Therefore, we can say that the human resource rearing and promotion and promotion mean of 4.06 is significantly bigger than the population mean of 3. In other hands, we can accept H_1 and we can say that human resource training has an impact on human resource development of karate in Ardabil province.

Table 6 shows sample output of a one-sample T test for Hypotheses 4. We compared the mean level of human resource maintain for our sample to a known population value of 3.

Table 6. The results of one-sample T test for human resource maintain

One-Sample Statistics						
	N	Mean	Std. Deviation	Std. Error Mean		
X	83	4.34	.861	.094		
One-Sample Test						
Test Value = 3						
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
X	14.26	82	.004	1.34	1.16	1.53

The mean of human resource maintain is 4.34, which is bigger than population mean of 3. And T value is 14.26 in 82 degrees of freedom. The significance value is 0.05. The estimated significance (0.004) is less than .05. Therefore, we can say that the human resource maintain mean of 4.34 is significantly bigger than the population mean of 3. In other hands, we can accept H₁ and we can say that human resource maintain has an impact on human resource development of karate in Ardabil province.

Table 7 shows sample output of a one-sample T test for Hypotheses 5. We compared the mean level of human resource motivation for our sample to a known population value of 3.

Table 7. The results of one-sample T test for human resource motivation

One-Sample Statistics						
	N	Mean	Std. Deviation	Std. Error Mean		
X	83	4.75	.575	.063		
One-Sample Test						
Test Value = 3						
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
X	27.83	82	.002	1.75	1.63	1.88

The mean of human resource motivation is 4.75, which is bigger than population mean of 3. And T value is 27.83 in 82 degrees of freedom. The significance value is 0.05. The estimated significance (0.002) is less than .05. Therefore, we can say that the human resource motivation mean of 4.75 is significantly bigger than the population mean of 3. In other hands, we can accept H₁ and we can say that human resource motivation has an impact on human resource development of karate in Ardabil province.

From other point, the results of grade averages based on the Friedman Test (Table 8) shows that maintain with the efficiency of 45 is in the first, so it has the greatest effect on human resource development of karate in Ardabil province. Rearing and promote obstacles with 40 efficiency are the second, training obstacles with 25 efficiency are the third, absorption obstacles with 18 efficiency are the forth and motivation obstacles with 7 efficiency are the fifth, so human resource factors has an impact on human resource development of karate in Ardabil province.

Table 8. The results of Freedman Test

obstacles	f	Rate
maintain	45	1
rearing and promote	40	2
training	25	3

absorption	18	4
motivation	7	5

Findings show that human resource factors has an impact on human resource development of karate in Ardabil province.

1. Human resource absorption has an impact on human resource development of karate in Ardabil province.
2. Human resource training has an impact on human resource development of karate in Ardabil province.
3. Human resource rearing and promotion has an impact on human resource development of karate in Ardabil province.
4. Human resource maintain has an impact on human resource development of karate in Ardabil province.
5. Human resource motivation has an impact on human resource development of karate in Ardabil province.

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