

Exploring the Measures for Evaluating the Performance of the Sport Boards in Ilam, Iran

Arsalan Choulaki¹, Lamia Mirheidari²

¹Department of Physical Education, Ilam branch, Islamic Azad University, Ilam Iran

¹ Department of Physical Education, Tabriz branch, Islamic Azad University, Tabriz, Iran

E-mail: arsalanchoulaki@yahoo.com, lamiamirheidari@yahoo.com

Abstract: Objectives: The goal of this paper is to evaluate the sport boards in Ilam province. **Methodology:** The method for this study is descriptive and survey type which is carried out on the field. The statistical population of this study is the sport boards in Ilam province with 35 boards selected as a sample. The tool for this survey is a researcher made questionnaire which is completed by the experts in the sport and young people's ministry. For the statistical analysis of the data we used descriptive and referral statistics including t-student test. **Results:** The results show that regarding the measure of the researcher the rank of the hardware development in this province among the sport boards is relatively good and the scales of the organizational behavior and cultural development have a very good implication and the scales of standardization, public development and human force development are good. The scales for financial development and athletic development are average and the measure of scientific and research development are very weak. The hardware measure with the reliability of more than 95 percent had the most amounts of development (95.30%) and the 2 scientific and research measure had the least amount of development (0.097%) in comparison to other scales. **Conclusion:** The results show that the sport boards had a very weak performance in the athletic measure and in science and research development. Based on this we see that there is a need for the sport organization and sport boards covering Ilam province to address these two measures with more vigor.

[Arsalan Choulaki, Lamia Mirheidari. **Exploring the Measures for Evaluating The Performance of the Sport Boards in Ilam, Iran.** *Life Sci J* 2013;10(1s):389-392] (ISSN:1097-8135). <http://www.lifesciencesite.com>. 63

Keywords: sport boards, performance evaluation, athletic measure, hardware measure

1. Introduction

All the state and private organizations in order to have development, growth and stability in the competitive world of today need a kind of performance evaluation system so that using it they can evaluate and assess the efficiency of organizations plans and their processes and human resources. The efficient organizations do not just gather and analyze data, but they use these data to help improve the organization and achieve the missions and strategies. In other words instead of evaluating the performance they manage the performance. In most circumstances without evaluating the current performance, we can not have any performance improvement. The evaluation is based on the results of the measurement of activities and performance. Usually the organizational efficiency is evaluated based on the results of 3 performance evaluation. In this regard, the statistics and the organizations scores should be available. The development and progress of sport fields require continuous planning and activities which are in cooperation with sport boards and the federations and the organization for sport and young people. Regarding the independent position of sport boards as public institutions and the role they play for the development of any of the sport fields in cultural, social and sport aspects, the sport and young people's organization of Ilam province regarding its supervising duties

established the performance evaluation for the sport boards in this province. So that by identifying the strengths and weaknesses of these boards appropriate planning for increasing the efficiency level can be done. In order to perform the appropriate duties of the federations in provinces, cities and districts, sport boards of the province, city or district will be established based on the article one of the federations' law. In the article one of the guiding rules of sport boards in 78/10/25 of the sport organization, a sport board is defined as follows: "sport board is an organization which is established in order to provide opportunities for developing the sport field and motivating and attracting different people to sport games and talent hunting and raising the level of sport skills based on the principles indicated in the federation's mission and the sport organization's goal. This board is the representative of the sport federation in the province which carries out the activities with the cooperation of the sport organization of the province and by adhering to all the applicable rules and regulations and 4 also supervises over these activities." In this evaluation system, the activities of the sport boards of Ilam province in 1388 and in ten aspects are being explored. These ten aspects include: financial resource development, organizational behavior development, human resource development, public development, hardware development, software

development, athletic development, science and research development, cultural development, law environment development, standardization, and evaluation. Regarding this fact that efforts in all the above issues will have a significant impact on the development of sport fields in national and international levels, the organization for sports and young people in Ilam province in this study by evaluating the activities in all these aspects, in addition to appreciating the board's efforts, and publishing the boards' performance will motivate the boards to compete together. Moreover after determining the results of the evaluation, every board's credibility will be allocated based on the activity level and the score and the facilities available in the province. Based on the above the goal of this study is to evaluate the performance of the sport boards in Ilam province.

2. Methodology

The method for this study is descriptive and survey type which is carried out on field. The field for this paper was the sport boards of Ilam province. Two sport boards were eliminated from the study because they were not consistent with the questionnaire and at last 35 boards were selected as the sample. The research tool for this study was 5th researcher-made questionnaire which was completed by the experts of the sports and young people's ministry.

3. Data gathering

The provincial boards were mandated to complete the performance evaluations forms which were handed to them by the sport and young people's organization of Ilam province according to the activities carried out at the end of each 6th month (at Shahrivar and at the end of the year) and submit them to the statistic and information division of the organization. It is worth mentioning that the received forms, after weighing against the documents by the related expert in the sport and young people organization, were evaluated and the final scores were published at the beginning of the next year. The measures used for the evaluation of the performance of the sport boards are as follows:

1) Athletic development

Providing the atmosphere for athletic performance and getting national and international medals is one of the most important goals of the sport boards. So holding provincial, regional, national games and attending the leagues and clubs being active is important in evaluating the sport board.

2) Financial resource development

The financial activity of the boards is one of the important measures in this regard. Abiding by the financial guidelines for the boards and other relevant rules and regulations, recording the financial transactions in standard and newspaper registers by providing an accounting software application, the extraction of 6 the monthly and annual accounts and

reporting those accounts in every quarter in order to show it to the relative organizations, the optimized use of the current resources for achieving to the selected objectives are among the parameters being evaluated.

3) Organizational behavior development

Organizational behavior involves functions, interventions and the attitudes of individuals and groups which make up the organization. By improving this behavior and by establishing good communication with other offices, the objectives of the organization will be fully achieved. Hence, one of the important measures in evaluating the performance of the boards is how they communicate with other centers including the federation, the organization for sports and young people and city board and abiding by the regulations of the federation

4) Human force development

Human force is the most valuable of the organizational resources. The management by addressing this issue should try to understand this resource well and improve its potential and effectively put them together to achieve the objectives of the organization. The training and employing expert and efficient human force is one of the most important duties of the boards. Activity towards training coaches, referees and sport athletes in every province is an indicator of the amount of activity in that province. 7

5) Cultural development

The cultural factors more than technical factors lead to success or failure of the management systems. Culture is rooted in the deep structures of the organization as well as in values and believes of the individuals in the organization. The interactions between the individuals in an organization (official and unofficial groups) make a symbolic space for the organization in which culture will stabilize in proportion to the functions of the individual people. As sport can work as a training pattern across the society towards helping the growth and completeness of human beings and spreading the ethical and humane principles, the cultural activities of the boards in order to achieve the following objectives will be addressed in the performance evaluation. The presence of cultural programs, establishing websites, updating it and reporting the board's news and making good cultural content, holding ceremonies and matches in the special days, improving fair play principles and abiding by the cultural rules, the presence of old athletes in different ceremonies Hardware development, legal environment development standardization: one of main and effective factors in qualitative and quantities development of physical exercise among various groups and sports promotion is having access to new technologies in engineering and physical exercise arts through providing a situation in which people and athletes could have and access to proper places and standard and safe

facilities as a main and infrastructural bases of sports development at present it is necessary to harmonize the administrative department of national sports, manufacturers, producers, scientific, and academic centers as the main bases of sports engineering and it must be defined a suitable arrangement and reference to standardize the sports tools and devices that is suitable to achieve the needs and expectations of customers, including athletes, trainers and exercise users, therefore, sports engineering by-low attempts to provide a specific and clear approach to obtain the purpose of indices and standards and their assessment methods around sports facilities and places.

4. Statistical methods

After collecting respective data, it was used the descriptive statistics to classify and adjusting data, determining central indices (average and mean), distribution indices (standard deviation and variance) and plotting various diagrams. To compute, analyze data and extracting final results, it was used inferential statistics (student test, variance analysis and persons correlation coefficient, spss software was used to perform statistical, computations.

5. Results

Figure 1 would show scores of lame sports boards, among them 35 sports boards, sports for all boards with full scores of 1000 has highest rate and special diseases sports board had lowest rate with 3u scores.

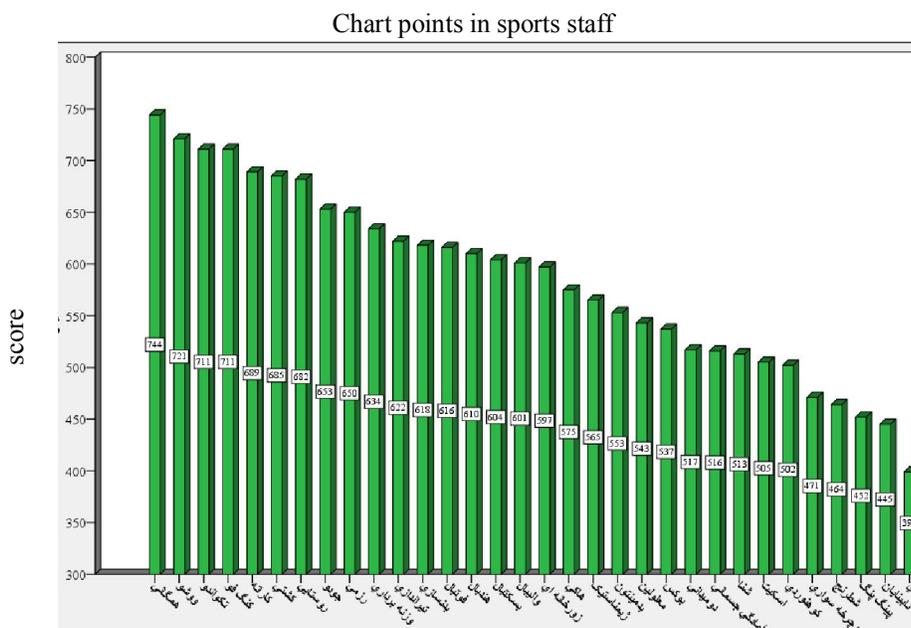


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Figure 2 will represent the extent of performance. Ilam's sports boards in 2011 around to management component. As observed, the highest rate of performance is related to software development (95/30) and the lowest to scientific and investigational component table 1 consist of performance, rating, as 0-20 scores for very poor performance, 21-40 to poor, 41-60 to intermediate, 61-80 to good, 81-100 to very good performance. With respect to the above subject, of 35 boards, 16 boards with good, 15 boards with intermediate and 4 boards were ranked with poor performance.

Based on Table, research Findings Show that the most score is related to hardware development (95/20 of 100 score) also, the lowest is related to scientific & investigational development (0/95 of 100). Results showed that Ilam sports board had the highest

development and the lowest one to scientific and investigational development. Also, table 1 will show the rating of performance. Accordingly, 0-20 scores means very poor performance, 21-40, poor level, 41-60, intermediate level, 61-80 good, 81-100 very good performance.

Based on this rating, the index of hardware development, sports boards of Ilam province had totally a very good development and the indices of organizational behavior development, cultural, software development, standardization, general development and human resources development were in the good rank. The indices of financial resources development and championship development were in the intermediate level and scientific and research development were in the poor level.

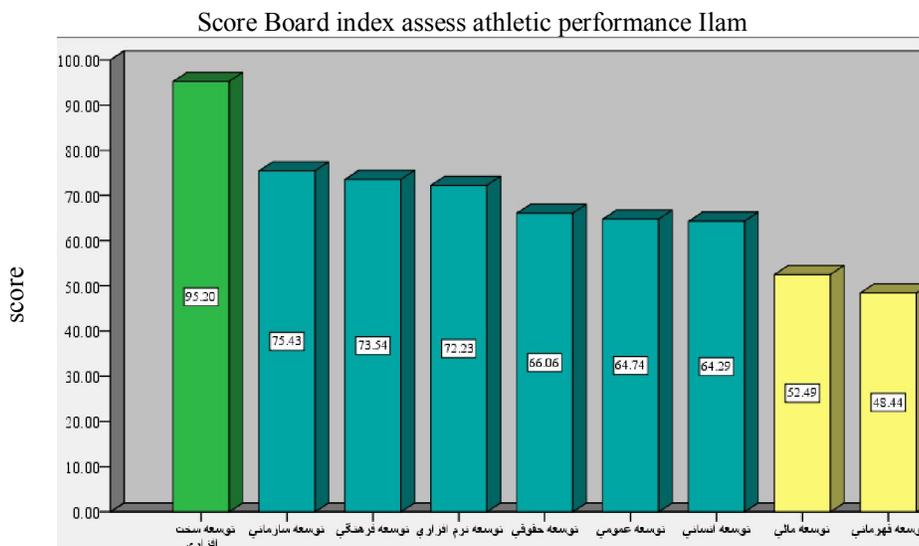


Figure 2. the extent of performance. Ilam's sports boards in 2011 around to management component

Table 1. Comparison the performance indices of all sports board in 2011

No	Assessment Indices	Score(of100)	Performance rating
1	Hardware development	15/20	Very good
2	Organizational behavior development	75/43	good
3	cultural development	73/54	good
4	Software development	72/23	good
5	Legal environment development and standardization	66/06	good
6	General development	64/74	good
7	Human resources development	62/29	good
8	Financial resources development	52/49	intermediate
9	Championship development	48/44	intermediate
10	scientific investigational development	0/97	Very poor

6. Discussion & conclusion

Results of present research show that the development of hardware section had a higher development than other in dices and scientific & investigation index had a lower development than other indices. These results show a development of sport s boards in 10 management components. In regard to the management of scientific and investigation development, sports boards is one of important steps of success. There is no enough effort and sport boards had a very poor performance. Championship development is most important component. they must pay more attention to held competitions in the leagues, activating clubs in school and city level, obtaining medal, and they must be held periodically.

With respect to research results and all related variable in the performance of Ilam province sports boards, it could be said that with employing physical exercise professions, holding in league competitions in a continuous manner during a year, more relation with foundations to attract professional resources, attempts to obtain sponsors, also financial aids, holding sport laws

curricula, holding scientific and research workshops with the cooperation of universities and scientific centers, doing valid research in the context of sports development and reporting the results of annual assessment to the head office of sports, youth and federations to promote the performance of sports boards.

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1/5/2013