

# **The effective factors on success of strategic planning In the Ministry of Youth Affairs and Sports**

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**ABSTRACT:** The research aims to investigate the factors affecting the success of the strategic plan of the Ministry of Youth Affairs and Sports. 50 samples from statistical society included experts and ministry managers were selected. And using researcher questionnaire made of effective factors measured on strategic planning success in six dimensions. Statistical analysis using one- sample t-test and Friedman test and rank order of efficacy were factors. The results showed that the six factors, only “organizational structure” and “Keeping Team Cooperation” involved in the strategic planning of the Ministry of Youth Affairs and Sports. Also prioritize the factors, organizational structure, Keeping Team Cooperation and Employees acceptances ranked first and third, respectively, were acquired.

**Keywords:** Strategic planning, Success, Sports, Organization, Managers.

## **INTRODUCTION**

Strategic planning is the process of defining an organization’s plans for achieving its mission. An organizational strategy is a derived approach to achieving that mission. The product of a strategic planning effort is typically a document (a strategic plan) that elaborates a high-level strategy and articulates the elements that influence it—it is a full description of the organizational environment and intentions. Note that a strategy is directional in nature; although descriptions and analysis of the present situation are included, a strategic plan does not merely endorse the status quo, and it directs change of some kind (Cassidy, 2006).

Strategy is the path that will lead the organization toward the vision and Strategic planning is an effort organized for key decisions and Actions that the nature of the organization, type of activity because it enables organizations and developed. As a military strategy to win the war, the strategic plan will follow the ways of the missions (Bryson, 2011). Strategic planning to analyze internal strategic factors, strengths and weaknesses attributed to the organization, and external factors beyond control of the organization such as opportunities and threats and with regard to the organization's mission, long-term goals for the organization sets, that Building on the

strengths and eliminate the weaknesses, opportunities and threats have been used properly to avoid, to the proper conduct of the competition will lead to organizational success (Moosavi et al., 2013).

In today's world, achieving efficient and effective strategic planning, industry organizations, both public and private primary concern is. This approach derives from the fact that effective programs, supportive organizations in the competitive environment characterized by wide and sweeping changes in political, economic, technological and crises arising from these developments are (Stephen, 1995).

Strategic Planning is looking ahead and focus for the future is predicted. Note that the next 5 to 10 years, what will be the difference with. Based organization that is working to create the future and the future is likely to be caused (Fry and Stoner, 1985).

To perform the strategic planning successfully, the responsibility of higher managers and users and other related individuals is important. Applying an appropriate methodology in organizations is a need and requires to cooperation of higher managers is so important to perform the developed programs (Roger et al., 2003).

Key success factors, highest priority short-term or medium-term targets that are in line with the strategic objectives are defined. Key success factors of activity suggest that the management team to carry out the organization fulfills its mission. Areas of key success factors are the areas of value creation for the customer that the extents to which organizations can successfully approaching its strategic objectives and ultimately benefit. Areas where existing organizations and competition, the best value can focus on the customer, so they are selected as priority areas (Parker Gates, 2010).

### ***The effective factors on success of strategic planning***

There are some related studies which conducted by studying and using researches and the experts' perspectives, and the effective factors determined.

- 1- The higher managers' cooperation in the process of strategy planning (Roger, 2003).
- 2- The grouping cooperation of employees in the process of strategic planning (Haines, 2000).
- 3- Responsibility in the process of strategic planning (Lindsey Wells, 2003).
- 4- Awareness of higher managers and having in formation in the case of significant of strategic planning (Piers and Robins, 2012).
- 5- The organizational structure in the process of strategic planning (Fry and Stoner, 1995).
- 6- The organization culture in the process of strategic planning (Robins, 1991).

Given the increasing importance of strategic planning and the factors that will affect the success of the strategic planning process And implement it correctly for the Ministry of Youth Affairs and Sports, to identify these factors and incorporate them in the planning process is essential. By identifying these factors enable appropriate strategies for designing, developing and implementing a strategic plan to implement correctly. On the other hand the importance of health, fitness and exercise goals Supreme, This study attempts to factors affecting the success  
→ Strategic Planning in the Ministry of Youth Affairs and Sports to be identified.

### ***Research objectives***

The main objective of this study was to investigate the factors affecting the success of the strategic plan of the Ministry of Youth Affairs and Sports in the Islamic Republic of Iran.

### ***Specific objectives***

- 1 - The effect of each of the six factors in the success of the strategic plan of the Ministry of Youth Sports
- 2 - Ranking Factors influencing the success of the strategic plan of the Ministry of Youth Sports

## **MATERIALS AND METHODS**

The present study is experimental regard to goal; also it is descriptive due to the data gathering process. The study aim is to determine the effective factors on the success of strategic planning in university so that show the role of organizational factors in impose effects, and manager can perform the appropriate strategies to design, determine and apply the strategic planning accurately. The population included 70 : Assistants and administrators all areas of ministry, strategic studies, culture, education, public relations, security, informatics and assistant

general managers, professionals and technicians responsible, so the researchers selected 59 participants according to Cochran formula as sample. They use a questionnaire to get data. It consisted of 6 sections included 42 questions. The reliability of questionnaires of calculated based on Cranach alpha coefficient, it was 0/88. Measuring instruments for validity and content validity were used to confirm several of the teachers, administration and sport management was. Statistical analysis using one-sample t-test and Friedman test was performed. All statistical analyzes were performed using SPSS software.

### RESULTS AND DISCUSSION

Table 1 shows the demographic characteristics of the sample data is shown.

Table 1. Demographic characteristics of the sample

	Age				Sex		Experience			Education			Task		
	>30	31-40	41-50	<60	Male	Female	>10	10-20	<20	Bachelor	Masters	PhD	Expert	MA	Manager
Frequency	2	38	5	5	33	17	18	26	6	36	12	2	27	18	15
%	4	72	10	10	66	34	36	52	12	72	24	4	54	36	30

#### Testing hypotheses

Kolmogorov Smirnov test was used to check for normal distribution (Table 2). After determination of normal data distribution using single-sample t-test research hypotheses were examined that results are listed in Tables 2. Test results showed that six of statistical hypotheses concerning success factors for strategic planning in the Ministry of Youth and Sports four factors were not accepted And only two factors: The grouping cooperation of employees in the process of strategic planning and - The organizational structure in the process of strategic planning with a significance level of  $P < 0/01$  a successful strategic plan was approved.

Table 2. Results Kolmogorov-Smirnov test to check for normal distribution and T test for hypothesis testing

Statistical indexes	Sig for KS	Mean	SD	t	Sig	Refuse or Accept
<b>Success factors in planning</b>						
Higher Manager's Cooperation	0/923	3/305	0/881	1/55	0/138	Refused
Keeping Team Cooperation	0/987	3/527	0/774	3/047	0/007	Accepted
Employees acceptances	0/12	3/43	1/002	1/92	0/07	Refused
Higher Managers awareness	0/716	3/34	1/146	1/326	0/2	Refused
Organizational Structure	0/701	3/72	0/959	3/38	0/003	Accepted
Organizational Culture	0/997	3/15	0/977	0/686	0/501	Refused

\*\* Significant at  $P < 0.01$

Then Friedman test to prioritize and determine which of the dependent variables in the success of strategic planning is a high priority, was used. In Table 3 the data for each variable, the chi-square statistic and the significance level is shown. The table 3 showed the number of data each variable, and the  $\chi^2$  and sig were low. As the sig was lower than 0.05, so the possibility of equal precedence refused.

Table 3. Friedman test to evaluate significant differences between ranks

N	50
Chi-Square	76/88
Sig.	0/012

The following Table 4 shows the mean scores for each variable using the Friedman test shows. Average rating is much more important than it is variable. Table 4 Variables related to success factors of strategic management priorities Youth and Sports Ministry expressed.

**Table 4. Ranking Success factors in strategic planning**

Success factors in strategic planning	Mean Rank	Ranking
Higher Manager's Cooperation	3/08	5
Keeping Team Cooperation	4/00	2
Employees acceptances	3/58	3
Higher Managers awareness	3/30	4
Organizational Structure	4/53	1
Organizational Culture	2/53	6

In the present study, the organizational structure, the highest priority in the strategic plan is achieved then, "Keeping Team Cooperation", the second level, the "Employees acceptances" was in the third, "Higher Managers awareness" in fourth, "Higher Manager's Cooperation" in fifth, and "the change management" was in the sixth grade.

### CONCLUSION

In this study, six factors influence the success of strategic planning in the Ministry of Youth and Sports was studied, Finally, the effect of two factors: "the organizational structure of the strategic planning process" and "Keeping Team Cooperation in the strategic planning process "was approved.

Comparing the results of this study with similar studies carried out, it becomes clear that the results of this study, some of the common factors research in the past. The research findings Roger (2003) and Piers and Robins, (2001) about the factors: The higher managers' cooperation in the process of strategy planning and Awareness of higher managers and having in formation in the case of significant of strategic planning, confirm. But Haines, (1995) findings, bayous and ken, (2003); Freidman, (1996); Robins, (1991) has been inconsistent. According to the Ministry of Culture Youth and Sport seems that Strategic planning, top managers begins, and Staff and Supervision (First Line Management) have little role in the formulation and implementation. Therefore, the investigations carried out, the staff is very small role in this ministry for two factors: organizational commitment and acceptance of staff were recognized for successful strategic planning.

The result of this study guide is suitable for the management of the Ministry of Youth and Sports that to identify the strengths and weaknesses of your organization's key strategic planning to operate.

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