

# The relationship between information Technology usage and participation of employees in the Isfahan Administration of Sport and youth in according to demographic characteristics

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**ABSTRACT: Introduction:** In today's world which has been called the information age. The development of information technology in the administration system and production of knowledge with the effort of manager and staff will form the existence of this system. Innovation participation also helps to the management of the large organization to utilize the talents, people skills and internal problems, of organization. Since the Administration of sport and youth has an important role in the promotion of country sport. This research has been investigated about the relationship between information technology and participation of employees in the Isfahan Administration of Sport and Youth. **Methodology:** This research aim to use description method of data collection and is the correlation method. Statistical Population of all personnel in the Isfahan administration of sport and youth in 1392 was about 150, and according to the Morgan formula, the questionnaire was given to 106 people accidentally and at the end 101 questionnaire had been invited. Three types of questionnaires has been used in this research, the Abbasi (2010) information technology questionnaire, and participation have used to collect information, that the reliability of the 90% and 83% was calculated. Inferential statistics, Pearson correlation multiple regression and Variance of Analysis have been using for data analysis. **Research Finding::** The most important result of this research showed the level of Information Technology usage with an average of 99/67 is much is high and among of the component of the technology, the usage of hardware and soft ward with an average 38/20 is the most used among employees. Participation of employees with an average of 66/43 is much high and the participation in administration operation with average 79/22 is the highest participation rate among the components. This is signification relation between participation and Technology with its components. The ability of a computer is the best participation predictor among the Technology and components. There is a significant relationship among the demographic factors and among the technology in term of gender qualification and participation in term of duplication. **Discussion and Conclusion:** in order to incorporate different Viewpoints, giving reward and encouraging and encouraging and creating a quite workplace, organization support, strengthen bilateral cooperation, strengthen the joint between employees and management feel, providing core research and innovation to increase participation, and facilitate access to scientific resources both electric and non-electric to increase participation in motivation, would suggested in the Isfahan General Administration of sport and youth.

**Keywords:** Information Technology, participation, Isfahan Administration of sport and youth demographic characteristics.

## INTRODUCTION

In the world that named IT, the development of information technology in the agencies has made up with the efforts of managers and employees and forms the basis of existence of the information technology. We are leaving in the age of technology. The most important phenomenon in the late twentieth and early twenty-first century has developed communication and information. Castells (2000) argues that the expansion of the internet and other communication devices in the 1990. There has been a new phase of the industrial revolution. The IT provides variety of questions and strategies that an organization is one the most fundamental and enduring tensions in all organizations. In dependence of organization on the one hand and the empowerment of organization on their hand.

The information that is taken from several sources, especially computer, will allow the organization of better effectiveness and group decision, because whatever the solutions offered much more, they have become more precise and accurate in comparison to individual decisions without the use of high quality tools such as computer. Lee's research (2000) entitled "use of computers in universities" showed that age, gender, educational status and academic rank with the use of computer, there is no significant relationship, also courses and the skill level of teachers in the use of software applications has a positive impact.

Auno and Zadoni (2004) in research about "Differences between Men and Women in the use of information technology" have concluded that, there is major deferens between two genders in the use of computer and internet, in the Japan and United States of America.

Olsen (2004) had a research on the use of computers and Various partner organizations, he came to the conclusion that the components of computers (using internet, using software and hardware usage instructions, level of computer skills) have a direct impact on personnel decision and there is a significant relation between the use of computer and decision making as a component of participation.

According to the above investigation, it becomes clear that although previous research has been done on the impact of information technology and the creativity of the various factor but it seems that the participation of employees has not been studied in the Isfahan Administration of Sport and Youth. Therefore according to a special place of information technology and creativity and participation in organization, the aim of this research is to investigate the relation between information technology and creativity with participation of employees in Isfahan administrant of sport and youth and in this research, researchers looking to examine the following hypotheses:

- 1- Information technology and its components (the Internet, using software and hardware usage instructions, level of computer skills) with the participation of the staff of Isfahan the General Directorate of Youth and Sport.
- 2- Predicted involvement of State of the Isfahan General Administration of Sports and Youth.
- 3- Determine the respondents' views on the relationship between information technologies due to demographic factors.

The correlation between respondents' views of participation due to demographic factors..

## MATERIALS AND METHODS

This research has been found with the method of data collection, descriptive and correlational application. Population of all personnel in the Isfahan Administration of sport and youth in 1392 was about 150, and according to the Morgan Formula, the questionnaire was give to 106 people accidentally and at the end 101 questionnaire had been invited. Three types of questionnaire has been used in this research, the Abbasi (13489) information technology with 33 questions with assessment component of internet (6 questions), using hardware and software (11 questions), using of instruction (7 question), level of computer skills( 9 questions ) and participation questionnaire with items ( Decision making, planning and operation affairs each with 6 questions were used, that the reliability of 90% and 85% respectively were calculated. Data analysis using statistical software SPSS 19 and redundancy descriptive statistics. percentage redundancy, average, standard deviation, charts and tables and for deduction statistics, the correlation coefficient of Pearson, multiple regression and Variance of analysis sample were used.

## RESULTS AND DISCUSSION

The findings were presented at two parts as descriptive and inferential results of the descriptive data, the results were us below.

Table1. Describe the descriptive data samples

Experience (years)					Qualification				Age (years)					Gender(percent)	
21-25	16-20	11-15	6-10	1-5	Master	Bachelor	Associate	Diploma	41-45	36-40	31-35	25-30	Below25	male	Female
3	18/8	32/7	32/7	12/9	32/7	58/4	3	5/9	34/7	35/6	17/8	9/9	2	63/3	27/7

Male participant's rate (63.3%), the age range of 36-40 years (35.6%), Bachelor degree (58.7%) and experience between 6-10 and 11-15 years (32.7%) were the most item description of the options.

Table 2. show significant relationship between information technologies and its components (using the internet, using software and hardware, usage instructions, level of computer skills) and shows lack of significant relationship creativity with participation of employees in Isfahan Administration of sort and youths; with meaningful significance level of 0.001

Partnership	Variable criterion			Statistical Indicators
Significance level	Square of correlation coefficient	Correlation coefficient	Predictor variables	
0.001	0.433	0.658	Information technology	
0.001	0.356	0.597	Using the internet	
0.001	0.333	0.577	Using of software and hardware	
0.001	0.155	0.394	Usage instructions	
0.001	0.489	0.699	Level of computer skills	
0.668		0.050	creativity	

Table (3) the results of the stepwise regression analysis between Variables level of computer skills and partnership was significant. Accordingly, the first step of the computer skills level is 48.6% of variance that explained by participation. Observed F in the level of P<0.001 was significant and therefore the regression is generalized to the population.

Table 3. the coefficient of multiple correlation of information technology with participation of employees in the Isfahan Administration of sport and Youth

Significance level	Coefficient of F	Watson	Adjusted multiple coefficient	squared correlation coefficient	Squared correlation coefficient	Multiple correlation coefficient	Predictor Variables	Statistical Indicators variable criterion
0.001	83.143	2.317	0.480	0.486	0.697	Level of computer skills	First step	Partnership

Table (4) Beta coefficient per unit increase in the level of computer skills, increases the partnership unit of about 0.697 (shows significance level of P<0.005).

$$\text{Partnership} = \text{Constant coefficient (33.238)} + \text{Level of computer skills (1.099)}$$

Table 4. Table of Bata coefficient in predicted information technology with partnership

VIF	Tolerance	Significance level	Coefficient of T	Standard coefficient	Beta	Nonstandard coefficient	Beta	Predictor Variables	Statistical Indicators variable criterion
1.000	1/000	0.001	9.118	0.697	0.121	1.099	Level of computer skills	First step	Partnership

Table (5) Shows there is no significant relationship between use of internet, use of software and hardware, use of instruction with partnership.

Table 5. Variables in the equation to predict regression for information technology with partnership

Significance level	Amount T	Beta	Scale	
0.533	0.626	0.084	Use of internet	First step
0.752	-0.317	-0.045	Use of software and hardware	
0.856	0.182	0.017	Use of instructions	

The results listed in table (6) shows there is significant relationship between creativity and gender but the relationship between creativity in terms of age, qualification and work experience is not significant.

Table 6. Analysis of variance in creativity scores manifold according to demographic variables (gender, age, work experience, qualification)

Significance level	F	Average of squares	Degree of freedom	Sum of squares	Source
0.047	4.193	187.474	1	187.474	Gender
0.529	0.806	36.060	4	144.239	Age
0.416	1.006	44.995	4	179.980	Work experience
0.722	0.446	19.928	3	59.785	qualification

Table (7) shows significant differences between men creativity and women creativity. Creativity in women is higher than men.

Table 7. paired comparison test of average creativity in term of gender

Significant level	Mean difference	gender
0.047	1.94	Male (-1.73) Female(-1.50)

The results listed in table (8) shows there is significant relationship between information technology in terms of gender and qualification. But relationship between information technology in terms of age and work experience is not significant.

Table 8. Analysis of variance in information technology scores manifold according to demographic variables (gender, age, work experience, qualification)

Significance level	F	Average of squares	Degree of freedom	Sum of squares	Source
0.001	12.175	1303.369	1	1303.369	Gender
0.055	2.493	266.904	4	1067.617	Age
0.224	1.477	158.108	4	632.430	Work experience
0.001	34.271	3668.856	3	11006.567	qualification

Table (9) According to paired comparison test, there is significant difference in partnership in terms of qualification

Table 9. Paired comparison test of average partnership in terms of qualification

Significance level	Mean difference	qualification
0.001	-16.59	Diploma and below diploma(57.83) Bachelor and higher(74.06)
0.001	-17.79	Associate (57) Bachelor and higher(74.06)
0.001	-11.25	Bachelor(63.56) Bachelor and higher(74.06)

**Discussion and conclusion:**

**First Hypothesis:**

The findings showed significant relationship between information technology and participation of employer in Isfahan Administration of sport and youth. In other words as much the information technology increase in the Administration, likelihood will increase the participation of employees.

Nowadays information technology is beyond than the direct communication between people by the application such as email, chat rooms, video conferencing and other collaborative tools. Information technology can be used as database or storage system to fascinate knowledge, the best way to preserve the intellectual capital of the administration. Deciding which is being made with group or tools such as computer, would have high quality and this decision proved to be more accurate and faster (Robbins, 2003).

Sport organization, especially Isfahan Administration of sport and youth, to maintain a competitive advantage and enhance the knowledge of their sport, should pay special attention to the issue of technology. To progress in this field should familiar all its employees with the available technology in the world and parried them necessary training and better compete with other administrations in the country. The dynamics of environmental change and the era of globalization. Validation and communication features, countries of the world particularly in developing countries to increase their efficiency of administration particularly sport administrators need to take on-time. Convenient and appropriate opportunities ahead this enquires creativity.

Program with technology for example we use the internet to search for scholarly literature and news updates, use hardware and software tools for upgrading the system or set the computer training course and with participator of

employee in the organization, this can be effective with preparation and human resource planning that it must provide the conditions necessary then remove obstacles ahead.

The results of the internal investigation released Tooling Salehi and colleagues (2006), Sherifian and Sufi (2009), Thomson (2000), White Vaylrz (2001), Fylz and Lblsy (2002), Lynrzv (2007) were aligned.

Between information technology and its components (the Internet, using software and hardware usage instructions, and level of computer skills) with the Isfahan General Administration of Sport and youth involvement decision province. Findings in relation to IT personnel in collaboration with the General Directorate of Youth and Sport in Isfahan showed a significant relationship is related.

The explanation for this result is to say, in the 21st century world of technology advances, perhaps the greatest impact of technology on the way human relationships. The result is a built- Falah results by Abadi (2003), Sherifian Spiritual (2009), released October and colleagues (2010) and external research Peter and Stein (2004), Richardson (2003), Liao (2002), Vylng (2006), Olssen (2007) is consistent. So they concluded in their study that the use of computer networks, the Internet and... The decision has a direct impact on employees and the relationship between them is significant.

Between information technology and its components (the Internet, using software and hardware usage instructions, the computer capabilities) involved with the planning staff of the Isfahan General Directorate of Youth and Sport. Results of the internal review Mahdavi (2006), Yaghma'ee (2009), Zadmr and colleagues (2010), Khalatbary and colleagues (2010), the results of external studies, Thompson (2000), White Vaylz (2002), Anglr leader and colleagues (2007), Def (2004) with the usage of internet and computer is aligned.

Between information technology and its components (the Internet, using software and hardware usage instructions, and the ability of computers) with administrative staff of the Isfahan General Directorate of Sports and Youth Participation in Isfahan are related. Findings in relation to IT administrative involvement with the Youth and Sports General Directorate of State did not show a significant relationship. The results with the results of the internal review Mahdavi (2006), Yaghma'ee (2009), Karimi (2006), Khalatbary I (2010), Azadmehrand colleagues (2010) Vylzv foreign research results (2002), Vylg (2006), Anglr leader and colleagues (2007), DAF (2004), Lyons (2008), were not aligned.

### **Second Hypothesis:**

The result was found in conduction with information technology and participation of employee in Isfahan Administration of sport and youth was not very strong correlation.

Today, organizations are faced with a vast amount of information and knowledge management and proper utilization of that, has become a great concern for the organizations. In the other way the rapid changes in today's world, face the organizations with various challenges. Among these organizations become successful that with the assessment of management tools and technology would take advantage of the opportunities with the usage of information technology can integrate the knowledge into regular and moved to other members of organization. In this regard, by linking the main elements of the organization, this means human, technology and erectility, with appropriate measures with respect to tasks and methods of people this means development sharing, storage, assessment and development of employees in the field, tasks can be done more effectively. Thus Isfahan Administration of sport and youth must also keep pace with world developments in the field of information technology and make a proper education to employees for contributions as a driving force in the development and the success of enterprise applications and overcome their challenges among the individual characteristics (Demographics). This hypothesis has been a local farmer, born and Corridor (2006), Mahdavi (2006) and external research Def (2004), Baton (2010) are not aligned.

### **Third Hypothesis:**

The research has shown that there is a significant relationship between qualification and information technology in terms of gender but there is not significant relationship between work experience and information technology in terms of age there is significant difference between information technology of women and men there is significant difference between information technology of staffs with Qualification of diploma, below diploma and qualification of associate, bachelor, master. In other words, employees with any gender and qualification are interested in using information technology but in relation about not significant relationship between age and work experience might say that the resistance to change. may be due to the specific characteristics of individual shown on the front such as individual habits, goal security and trust, therefore the employees cannot accept the effects of changes.

Information technology in the short term may cause staff to lose their job, but in long term cause to increase job creation especially in the new sectors. The process of change management, the resistance in front of organizational change will be less relevant. The results of researcher finding with the results of Uholepour (1388) are aligned in

relationship of gender, qualification and work experience but is not aligned in relationship of age, Sharify (1388) believes that technology with gender and qualification are aligned with age but is not aligned with work experience.

Lee (2000) believes that position and gender are not aligned but is aligned with age, Ouno and Zadoni (2004) are aligned.

#### **Forth Hypothesis:**

The results have shown that there is significant relationship between participation and qualification but there is not significant relationship between participation in terms of gender, age and work experience. There is significant relationship between the participation of staffs with qualification of master, with staffs with qualification of diploma and below diploma, associate and bachelor.

In other words, the participation of women and men with work experience of 1 to 30 years and with different levels of education and participation in decision making, the different situations are not available for all employees in the organization, and all individuals do not participate in decision making, planning and administration operation, maybe it's due to an underestimation of their opinions or lack of motivation to engage female employees. The results of this discussion with the research of Morade (1391).

In relation of gender and age are aligned and is not aligned with qualification the findings of Mohammad Rezaie and Eskaf (1391) in relation of qualification age and work experience are aligned but is not aligned with gender the findings of Rezare (1388) in relation of gender is aligned and is not aligned with qualification, the findings of Sadeghian (1384) shows creativity with qualification is not aligned and work experience with age is aligned.

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