

Relationship between positive psychological capital and Iran karate coaches performance

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ABSTRACT: The aim of the present research is to study the relationship between positive psychological capital and the performance of Iran karate coaches. Considering the main objective of this research, the research method was of correlation kind. The statistical universe of it includes the male and female karate coaches of all control styles with at least active national grade 2 degree in Iran. Among them, 317 people was selected by available sampling method among all Iran provinces. The inventories of Lootanz psychological capital (2007) and Hamidi (2011) were used for the positive psychological capital and coaches' performance evaluation, respectively. To analyze data, the descriptive and inferential statistics and path analysis were used. In the level of descriptive statistics, the statistical indexes including frequency, frequency percentage, average, standard deviation and tables design were used. In the level of inferential statistics, Pearson correlation coefficient and path analysis and to distribute data Kolmogoroff- Smirnoff Test were used. The findings of research showed that 89% of the statistical sample were male and 11% were female. The participates age average and standard deviation were reported 38.51. Additionally, the descriptive findings indicated that most of participants (28.7%) had the degree of Dan 4 belt. 82% of the coaches had sport record above 20 years. According to the information obtained, in the recent one year 49.8% of the coaches spent coaching in the level of the province and 16.1% were in the national level. The results of the statistical tests demonstrated there was a significant relationship between the coaches' performance and psychological capital ($r=.31$, $p<0.05$).

Keywords: Karate, Psychological capital, performance, coaches.

INTRODUCTION

Karate is one of the popular fighting sports in Asia and World. Karate is a kind of fighting art belonging to Ryukyu Islands where, nowadays, is in Okinawa, Japan (World Karate Federation). Coaching is the major key to develop and improve the aptitudes and carry into effect the potential aptitudes. A coach encourages the subjects to concentrate on their own advantages instead of concentrating on their own weaknesses and shortages that they have (Backer, 2009). Coaching can establish an interaction between organizational objectives and employees' individual needs to grow and develop and results in communicating a relation based on a special skill. A coach doesn't intend to address some deep subjects including low self-confidence and weak job performance, but introduces some functional subjects like adjusting goals and approaching the results at a specific time range. A good coach should be able to communicate the others and motivates them (Sowini, 2008). The way of thinking some psychologists is basically changing. The focus and the new direction of this attitude is called Perfection Psychology or Health Psychology which addresses the healthy aspect of human nature, not its unhealthy aspect (Schulz, 2001). This new approach which has been called positive psychology, recently has attracted the attentions of many researchers in the management and organization area and thus, a new movement namely Positive Organizational Behavior has been established. Like positive psychology, a positive organizational behavior doesn't believe in approaching a new consequence related to positivity, but mainly concentrates on theorization, effective application

and research of the states, the employees' positive behaviors and characteristics in the work environment (Bakker, 2008).

In the sport societies, coaches should have a good performance and decision-making in the stressful situations and also don't imagine themselves as losers in the unpleasant situations. A coach plays an important role to success and fail the sport team (Lynch, 2004; Martenz, 2008). Therefore, selecting the elite coaches is very important and requires having criteria and characteristics that by using them we can select the most appropriate persons to lead the team (Kaut, 1999; Fang, 2003). Recently in the sport organizations, evaluating the performance has greatly been considered (Esmaeily, 2005; Jabbari, 2007). Although the coaches are considered as the important human resources of the sport organizations and are continuously evaluated by the public, in contrast to the other jobs there are few attempts to recognize their evaluation indices. Of course, the leadership roles and tasks of the coaches especially those relating to the athletes' psychological and social processes and sport teams have been studied such as Motivation (Kazemi, 2000; Barber, 1998), Team Cohesion (Ramazani Nejad, 2010), Life Quality (Nasri, 2006), Aggression (vaez Moosavi, 2006), Stress (Ramazani Nejad, 2010) and The other behavioral traits (Peterson, 2010).

The nationally and internationally active and powerful presence of the competent karatekas requires the professional coaches and familiar with the teaching methods. This is a sensitive and important task, because development and training of karate federation coaches plays an important role to raise the public awareness and culture-making in this area. It is evident that training the good-natured and technical coaches according to the high goals of karate federation is very important to develop and promote this noble sport (Journal of Karate, 2010).

Given the above mentioned, the positive psychological capital is one of the variables influencing individuals' physical and psychological performance. These variables seem necessary among the individuals who need to have an optimal performance in the stressful conditions. In this way, considering the importance of their decisions and performances and their influence on the group results of athletes, it seems that the positive psychological variables are the effective and helpful factors related to the athletes' performance. Considering the attendance of the coaches by the side of the field in karate and that they direct the karatekas, they need to have their best performance in the competition conditions. Therefore, we can help these coaches by identifying the effective factors on their performance and approaching to their own optimal performance and finally result in developing and growing the athletes. This can result in improving the communication quality and finally results in improving the coaches' life quality. Hence, studying this subject is necessary.

MATERIALS AND METHODS

The present research is of functional objective kind and in terms of collecting data is of correlation type. The statistical universe includes the male and female karate coaches of all control styles with at least coaching national grade 2 degree and during the research were active ($n=1800$). Among the mentioned universe, 317 people were selected according to the table of sample size determination. The sampling method of this research was available sampling from all provinces of Iran. The researcher has directly collected and distributed data by attending in the national championship competitions and the championship competitions of the different karate styles and also classes of increasing knowledge and making consistency the coaches throughout Iran which established by Karate Federation of Iran Islamic Republic. To measure psychological capital, Lutzan psychological capital inventory (2007) was used. This inventory includes the standardized values related to some structures such as hope, tolerance, optimism and self-efficacy. Reliability and validity of these subscale have also been approved. This inventory consisted of 24 items.

A tool titled Coaches' performance evaluation scale was made by Hamidi (2011). A list of some effective variables on the coaches' performance was used to provide this scale designed to evaluate Iran coaches' performance in the degree 1 and 2 federations. This was provided by an approval study on the exploratory study. It consists of 5 factors including the evaluation of coaches' performance in the technical dimensions, special skills, leadership skills, operational skills, and communication skills. This tool has sufficient reliability and validity in Iranian society and professionals suggest this tool to measure coaches' performance. To analyze data, the dispersion descriptive indices and center tendency were used. On one hand, to analyze data related to the research hypotheses Pearson correlation coefficient method and path analysis were used and also to study data distribution Kolmogoroff-Smirnoff Test was utilized. Also, for calculations and statistical analysis of raw data software SPSS version 20 and Warp PLS and to draw diagrams software Excel were used, respectively.

RESULTS AND DISCUSSION

Gender and age: from totally 317 people, 282 persons (89%) were male and 35 persons (11% were female). Their age average was reported 38.51.

Sport discipline: 25,9% participants studied in physical education and 74.1% of them studied in the other disciplines.

Education status: All participants had the associate of arts and higher and most of them (56.2%) had bachelor degree.

Sport record: most of subjects (82%) had a record above 20 years.

Belt color (belt degree): most of participants(28.7%) had black belt and dan 4.

Coaching level: most of participants (54.6%) had national coaching evidence of level 2.

Coaching record during one recent year: according to the information obtained 49.8% participants in one recent year provided coaching in the province level and 16.1% were in the national level.

sig	ZKS	components	Variable
0.152	1.031	hope	Psychological capital
0.181	0.984	tolerance	
0.089	1.501	optimism	
0.074	1.28	Self- efficacy	
0.127	1.22	Psychological capital	
0.191	1.113	Technical power	
0.141	1.043	Special skills	
0.162	1.098	Leadership skills	Coach performance
0.155	1.210	Operational skills	
0.117	1.103	Communication skills	
0.091	1.003	coaches performance	

Discussion and conclusion

The aim of present research was to study the relationship between positive psychological capital and Iran karate coaches. Considering the main objective of this research, the research method was descriptive one and of correlation kind. The statistical universe of this research included the male and female coaches from all control styles with at least national active grade 2 degree in Iran. 317 people was selected by available sampling method among whom 32 persons had the national high coaching degree, 122 persons had the national -1 degree and 173 had the national -2 degree. The results obtained of data analysis included:

There is a significant relationship between psychological capital and coaches performance (0.31), ($p < 0.05$). According to the results related to the parametric correlation test in the research study, there is a significant relationship between positive psychological capital and social capital. Based on the research results related to the correlation coefficient, there was a significant relationship between the social capital among the athletes with hope ($r = 0.28$), self-efficacy ($r = 0.24$), optimism ($r = 0.42$) and with the psychological capital ($r = 0.38$). But, there was no significant relationship between this component and tolerance ($r = 0.09$). The findings show that the more individual's psychological capital can have a positive relation with social capital among the coaches. Therefore, it may say that reaction to the behavioral negative attitude and concentrating on the human positive characteristics instead of the negative characteristics is one of the positive aspects. Keeping fixed the weaknesses can results in success that is not durable. In other words, it can be established through breaking the traditional rules and providing some new patterns and appreciating the individuals due to their positive and good activities and reinforcing their advantages. A positive approach has a positive, hopeful and optimistic view to the human. Unfortunately, not to considering these cases and ethical aspects as the hidden aspects of leadership in deed focuses on disadvantages and defects; especially in the context of social capital the organization of social capital is established due to the individuals' interactions and communications to each other. The positive approach emphasizes on the human's extension capability, education, growth and perfection. The positive environment establishes a valuation sense among the team members. This will be obtained through teaching respect, honesty, trust and appreciation to the team members by their instructors (Jovet, Kokril, 2003). The social capital and the components of psychological capital have the most relation with optimism aspect. Optimism is a combination of optimistic attitude and tendency about self, individuals, objects, events and in general the world. Individuals, based on it, are waiting for some good and hopeful results (Noori 2006, by Maadanipour, Hagh Ranjbar, Kakavand, Sanaei Zaker, 2011). One of the characteristics of the successful persons is their optimism. The successful individuals have a positive intellectual attitude about themselves and the others. In a research titled " The relationship between psychological capital in the task environment of the employees with their task enthusiasm in the organization ", Rahimi (2012) found that there is a significant relationship

between variables of vitality, organizational trust, optimism and positive affect, in general, with task enthusiasm. Also, the results of regression demonstrated that optimism and vitality can predict task enthusiasm and optimism, organizational trust and vitality can also predict task enthusiasm. Interestingly, the correlation between the sum of positive psychological factors with task enthusiasm is stronger than the correlation between each of its constituents. It means the psychological factors in the work environment have a synergistic effect. Hence, it may say that the present research is consistent with Rahimi research. Bahadory Khosro Shahi found that there is a positive and significant relationship between the psychological capital and its components with social capital. According to data, the individuals with a more desirable psychological capital have a higher social capital. Hashemi Nosratabad (2011) found that there is a positive and significant relationship between the psychological capital and its components with psychological well-being and social capital, on one hand, and psychological well-being with social capital. According to data of this study, the individuals with a more psychological capital and higher social capital have a better and higher psychological well-being. Therefore, the present research can be consistent with the mentioned researches. But they are inconsistent with the present findings related to lack of relation between the social capital and tolerance.

Considering the research results on a positive and significant relationship between the components of psychological capital and coaches' performance, it is suggested, firstly, the psychological interventions should be performed by an occupational counselor or a sport psychologist to improve the coaches' psychological capital.

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