

Conflict management strategy of sport teacher and its influence on student athletic motivation of schools in Gorgan City

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ABSTRACT

The present study examined conflict management strategies of support teachers in Gorgan city schools and its Influence on students_Athletic Motivation. research method is descriptive- Correlation that the investigator is quite normal to observe and collect data, then the relationship between the variables is discussed. Population, sport teachers (64person) and students_Athletic (700 person) are from schools of Gorgan city, total population selected as statistical sample. Two questionnaires were used to collect the data needed: 1- conflict management strategies questionnaire with Cronbach's alpha coefficient (0/0 86), Includes 29 questions that measure five demisions relating to conflict management strategies. 2- students_Athletic Motivation questionnaire with Cronbach's alpha coefficient(0/0 78), Includes 29 questions that measure three demisions relating to student motivation. Assumptions of this study was to describe the statistical table's index (mean and standard deviation) as well as to infer the correlation regression results from spss software was used. Research findings show that there is different between effective conflict management strategies on students_Athletic Motivation. This effect is significant at the 99 percent confidence level, and Integrate significant level is more than other dimensions.

Key words: conflict management strategies, Motivation, sport teachers, students_Athletic, schools of Gorgan city

INTRODUCTION

A quick and superficial overview of historical events, current events and cultural products that reflect the realities of social life, shows how conflict, how is one of the most prominent aspects of life form. So if some people believe that the current conflict is an issue that person's mind is being very busy, have not alleged as hollow and useless [10]. There are people with different characteristics, needs, beliefs, expectations and different perceptions, appearance conflict is inevitable in organizations. People have a way of communicating, dreams, political views and religious and different cultural backgrounds. In different communities to be existence these differences lead to conflicts between individuals and groups. Conflict word is about concepts that has different means. In Persian culture, conflict means getting annoying each other, against each other and having different [6]. conflict is defined as a behavior between Organizational groups [7]. Conflict is a clear conflict, at least between the two parties related to one another that the objectives, concepts, values or consistent beliefs understand from it. Conflict is created when two or more values, aims and beliefs naturally are inconsistent with each other and still no agreement has been made about them [3]. Finally, conflict is a social situation in which two or more persons disagree about basic issues related to the organization or show too hostility with each other [14]. In a general definition, we can say (conflict) is a

process in which one party (individual or group) finds his/her interests face to the opposition or negative reaction an other one. [20]. As the move toward globalization, apparent conflict is greater in everyday interactions. And the apparent conflict in organizations is natural and inevitable and It, s results are unpredictable [22]. Conflicts between people are conflicts that occur between two or more people are actually caused by a difference in people's dreams and goals . also Conflicts can help separated family members (parents - mother, parent - child) friends (classmates, colleagues or neighbors) dears and the ones who do not know each other [2]. Conflict can be associated with a wide range of conditions such as differences in attitudes, goals, distribution sources and competitive activities [15]. It is very natural that the conflicts in schools are essential like other organizations [1]. Individual characteristics of teachers and students, different the values, behaviors, overcrowded classrooms, poor teaching, inadequate support, etc., due to the necessity of conflict in schools and in classrooms [1]. However, the high mobility during physical education lessons should not be a reason for the irregularity, lack of obedience And happening conditions that substantially lead to unexpected irregularities. In addition, the incidence of emotional students during physical education lessons is stronger than the other courses that are very favorable. Because of our motivation strong levels has increased to achieve and improve task objectives in the process of education, In contrast, the incidence of excitement, has increased the potential for conflict and creating inappropriate behavior [16]. In contrast with conflict exist conflict management mean managerial that can manage organization best form in the conflict situations and balance between employees and organization and to eliminate created conflict, the general conflict management, Conflict appropriate role detection process between the groups and the appropriate use of relevant techniques to remove or stimulate the effectiveness of their organization[18]. Conflict management calculates as one of basic skills organization leading in the new century. [20]. In fact, conflict management strategies that people respond to conflict situations while continuing the answers, likely changes in different situations. [4]. Effectiveness of conflict management during physical education lessons for teachers needs to use different approaches. Which approach teachers will choose in specific situations related to themselves, their personalities, moods, students, environmentalists and others. Select the most appropriate management strategy is related to the actual situation of education. [17]. there are Five strategies for managing conflict, including conflict resolution strategy based on competition, cooperation, compromise, avoidance, and forgiveness [11]. If a person seeks to meet its objectives, or cope with any increase in their benefits (regardless of the effects that he get opposition or conflict groups) She will be compete and try to meet the demands of the other groups, in which case there will be a collaboration [11]. Settlement or compromise are called of trying to satisfy the demands and interests of the other party, even if must be sacrificed the demands and interests of the individual in this way [7]. A person notice that there is a conflict, but the way he reacted to withdraw Or to suppress conflict phenomenon it is called to avoid, When a party seeks to ease other party, he tries to favor benefits of disagree to himself benefits that this type of behavior is called interests [11]. It is important to recognize the role of academic advisors and learning specialists on increase science motivation of an athlete- student [5]. Many studies discover athlete - coach connects now that indicates what type of motivation particularly may be influenced by Coach. Sports teachers and coaches play a critical role in motivating athlete participants and coaches indirectly act may be have specified outcomes for the motivation, morale and effort participants [21]. In The research [9] as: relationship between conflict type, conflict management style and effectiveness of Premier League club volleyball teams, The results showed Premier League Volleyball teams both task and relationship conflict has a negative impact on the effectiveness of the team. corporation conflict Style on team effectiveness has meaningful from idea of coaches and players and competitive style on the effectiveness from idea coaches and players have a negative impact of the approach and showed no statistically significant effect ,and [13]. The paper examines the analysis of conflict management strategies in physical education classes related to teacher age, the results showed that teachers have different methods for managing conflict , dominant strategy is (cooperation) to order (as required) and (Compromise), While the (avoid) and (Mastery) has been less. [8]. In his dissertation examines the motivations of students for physical activity is discussed. The results showed that the approach does not just affect students' physical activity levels.

However, the little research in the field of conflict management strategies for sport teachers and motivation of athletes - students, has been done, As sports teachers are influential persons in the school's sports department. Therefore knowing the appropriate conflict management strategies according to their impact on sport motivation of students is important, they will be empowered to use of conflict styles in conflict situations and attention to the athletes' motivation in physical education classes. This article reviews conflict management strategies of sports teachers and its impact on the motivation of an athlete -students school of Gorgan city.

MATERIALS AND METHODS

Research method is descriptive-Correlation that. Sports athletes, students and teachers to participate in the study were selected from schools in Gorgan. Population, sport teachers (64person) and students_ Athletic (700 person) are from schools of Gorgan city, total population selected as statistical sample. Two questionnaires were used to collect the data needed: 1-conflict management strategies questionnaire[12] with Cronbach's alpha coefficient (86 0 /0),

Includes 29 questions with 5 point Likert scale (very agree, agree, No comment, disagree, very disagree) that measure five demisions relating to conflict management strategies (Cooperation, avoidance, compromise, required to be dominate). 2- students_Athletic Motivation questionnaire[5]. with Cronbach's alpha coefficient(78 0/0), Includes 29 questions 5 point Likert scale (very agree, agree, No comment, disagree, very disagree) that measure three demisions relating to student motivation (Sports Motivation, Job Motivation, Motivation Course) . Assumptions of this study was to describe the statistical table's index (mean and standard deviation) as well as to infer the correlation regression results from spss (version18) software was used.

RESULTS AND DISCUSSION

Findings Figure 1. It represents the record of sports teachers has the highest percentage in the range of 5-10 years.

Figure 1. The sample group of sport teachers according to record

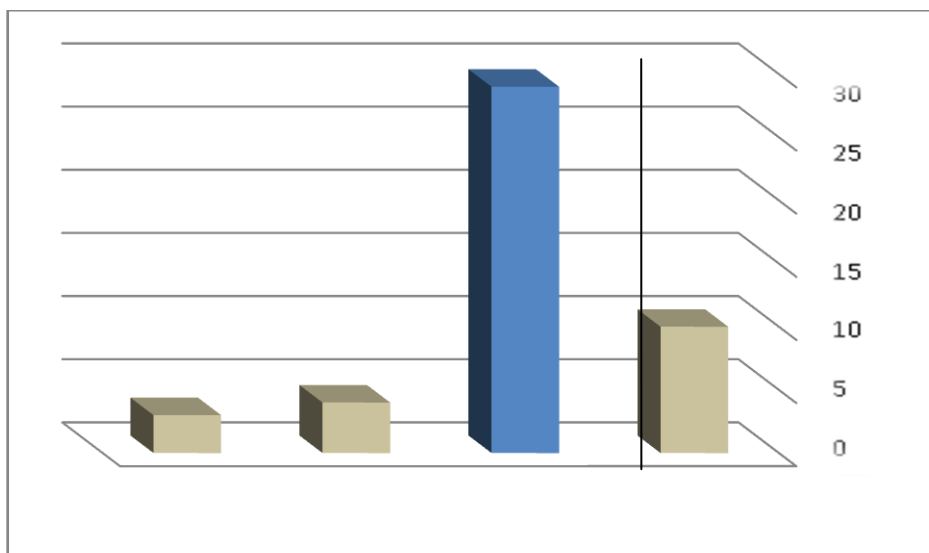


Table 1. descriptive statistical of sub scales conflict management strategies

	n	Mean	sd
Oblige	64	3.71	0.511
Compromise	64	4.32	0.369
Cooperation	64	4.85	0.328
Avoidance	64	4.50	0.300
Dominate	64	4.07	0.595

Findings Table 1, showed mean of cooperation strategy is more than other strategies.

Table2. T test of sub scales conflict management strategies

subscales	Test Value = 3			
	T statistical	df	sid	R
Oblige	9.427	63	0.038	0.710
Compromise	26.062	63	0.002	1.419
Cooperation	38.081	63	0.000	1.727
Avoidance	32.900	63	0.001	1.553
Dominate	18.145	63	0.003	1.065

According to results of T test to become distinct , among significant of the test became lower than alpha (0.05), significance of cooperation strategy is more than other strategies significant and also there is a significant difference between conflict management strategies (Table 2). The results showed that the most significant level related to collaboration strategy that opposite to the results [13] and was also observed, There are significant differences between the conflict management strategies that in line with the results of [19], [13], [9].

Findings of Table 3 peresent mean of sport motivation is more than other cases.

Table 3. descriptive statistical of motivation variable

Sub scale of motivatin	n	Mean	sd
Sports Motivation	700	4.82	0.861
Job Motivation	700	4.02	0.896
Motivation Course	700	4.38	0.842

According to table 4 result of regression analysis to emphasize that conflict management strategy's effect on the motivation of an athlete-students. Rate of $B=0.259$ and significant is equal to ($\text{sig}=0.001$). The results of this study with results of research [13], [9] is consistent.

Table 4. regression between variables of research

dependent	independent	B	R ²	Sig
Athlete-student Motivation	Conflict management strategy of sport teachers	0.259	0.111	0.001

CONCLUSION

The main hypothesis of the study, there is significant difference the impact of conflict management strategies of sport teachers in motivating student-athlete. Regression analysis of the significant impact of the conflict management strategies to motivate students to verify. The statistical null hypothesis was rejected and it can be said that there is a significant difference the impact of conflict management strategies to motivate student-athlete sport teachers. The second hypothesis explains that There are significant differences the sport teachers of Conflict Management Strategies in Gorgan schools. In survey of three assumptions got concluded that significant of sport motivation is more than other cases and there is different among students motivation that almost is be similar to result [8]. in following suggested that: this subject is done in another city, in future research studies of other variables as self confidence, commitment, creativity with conflict management strategies, also meetings and seminars to observe with titles use conflict management strategies, emphasize to aspects for rising student motivation by educating management.

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