

Determining the factors affecting on performance evaluation of the national teams coaches of Wushu Federation of Republic Islamic of Iran

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Abstract

Introduction and Objectives: The combat sport of Wushu is one of the fields under the supervision of National Olympic Committee which rich historical antiquity in the art of war and increase mental and physical health of athletes. Despite it is not passed a long period from the establishment of Iran Wushu Federation, a growing trend is evident in the field. The purpose of this study was to determine the factors affecting on performance evaluation of the national team coaches of Wushu Federation of Republic Islamic of Iran.

Research Methodology: This was a descriptive-analytical study that was conducted in the field. The research population includes all male and female athletes and coaches of Iran national Wushu team until the end of 2014. Total members of Statistical population were 178 subjects which the census method was used with regard to the limitation of population. The research instrument was a questionnaire based on the standard instruments of similar studies with high validity and reliability equal with 92%. Data were collected using exploratory factor analysis to identify hidden factors and then classified using Amos, so the results were presented.

Findings and Conclusions: The results showed that managerial, moral and social characteristics, technical and coaching features, gesture and sports background were as 4 performance evaluation factors of coaches of Iranian National Wushu Team. According to these results, we find that Iran Wushu Federation needs to identify and pay more attention to these factors to maintain and improve its position.

Key words: Performance evaluation, coaches, national teams, Iran Wushu Federation.

Introduction

Performance evaluation can be defined as formal evaluation and individuals ranking in the annual meeting of performance review by the managers also (11). However, some people have been defined performance evaluation in terms of identifying, assessment and individuals'

performance management in organizations and giving feedback and direction to better and higher performance (10). Quoting to Teodorescu & Urzeala (2013) management approach is the key of successful athlete's preparation by providing different tools for each part of their active performances (12). Nowadays it is believed that careful observation and players' evaluation is an important part of coaching. Player evaluation is a process beyond determining the level of a player's individual skills. In addition the quality and role of players in the team program, culture and team competitiveness must be evaluated also (18). Hyun-Ju (2014) states that students learning and skills evaluation allows to become their performance more proficient and help them to experience a greater level of enjoy and success (20). Mirzaee & Selgi (2013) acknowledge that to become an individual to an effective coach it is essential that coaches analyze and evaluate their coaching performance continuously, then reflect it on their performance, examine their goals and coaching philosophy, identify their strength and weaknesses and provide an action plan to strengthen their own coaching style according to these information (19). Despite it is not passed a long time from the establishment of Iran Wushu Federation, a growing trend is evident in the field. And athletes have upgraded technically to an admirable level in Iran. The matter was at the attention of experts and specialists in the International Wushu Federation, too (5). So, the importance of coaches' position in the national Wushu team can be realized with a little reflection on the recent years Federation results in Iran.

In this regard at the latest studies, Hardcastle & et.al (2015) were noted a prioritization of coaches' characteristics based on perceived effects of a life skills development program for high-performance athletes among coaches, athletes, parents, program facilitators, and Sport managers (15). In this regard Brischuk (2014) assessed the validity and reliability of gymnastics coaching certification competence in Canada (16) and Arnold (2014) also had been introduced social impact on the coach, player relationships, trust, and the impact of coaching on the social integration (14).

In this regard, a number of institutions, organizations and sport associations considered a specific criteria and measures for the evaluation of coaches. For example, Coaches' Association of British Columbia (CABC) (2007) paid attention to organizational skills, educational skills, communication skills, managerial and safety skills and coaches personal skills in their performance evaluation and Alliance coaching Institute (2002) considered some indexes such as obedience to the law, respect for the formal staff, respectful behavior to opponent players, helping players to learn, encourage and listen to the players in the evaluation of coaches (1).

Within the Iran, Memari ZH, Hamidi M, Jafar Abadi M (2013) discussed to an exploratory study of performance evaluation criteria for the national coaches (17). Rohani Mand Talebpour M (2013) identified performance evaluation factors for the football coaches (1). Asadi H, Ibrahimzade MN, Hamidi M, Saeed Azaree, Z (2013) also designed and developed criteria for selecting chess coaches of national teams and prioritize skills for three groups of players, coaches and managers of chess field (2). In this regard, Talebpour M, Esmaeili M (2012) evaluated the dimensions of coaches' performance in "the self-evaluation of sports coaches' performance in universities individual and team sports" (6).

Sport science researchers believe that coaches, national coaches especially, are one of the most effective members of sports federations that their performance is the resultant of organization performance in actuality and it is a mirror of all the facade of whole federation achievements. So that success or failure of the objectives and strategies of the sports organizations is reflected and evaluated in the success or failure of national teams. Also sports experts believe that one of the main and important tasks of the sports federations is choosing the national teams coaches on the one hand and assessment and evaluation of their performance in the other hand that affects any cooperation continuing with coaches at the national level (4). Today one of the important issues in sports teams is selection of competent and worthy coaches. Accurate information should be available for officials to choose qualified coaches, certainly (3).

Achievement of Taolu and Sanda colorful medals for the first time and achieving the second rank in the category of adults in the world raised the endeavor of federation for better results. It is because Iran Wushu Federation spent its energy into improving the quality of their coaches through attending them in the international coaching courses every year.

Hence, having an efficient model makes appropriate standards and criteria in evaluating the performance of coaches which can have a significant role in evaluating and identifying strengths and weaknesses of coaches in order to maintain and improve the performance of the Federation considering the importance of coaching career of national Wushu teams' coaches. So according to the knowledge of the researcher, the studies has been done around evaluating the performance are limited to particular sports and no research has been done on this topic in Iran Wushu Federation. Since the sport of Wushu has been one of vanguards of the proud at the World Championships and Asian Games level in recent years, the development of the field can improve sport position of the country. Since coaches probably are one of the key factors in development and achieving good results in Wushu, paying attention to the optimal performance of coaches can play a significant role to upgrade the performance of the federation in the coming years. According to the matter, researcher has tried to complete the evaluation of the performance of the national team coaches of Iran Wushu Federation since the founding of the Federation (March 2001) to the end of 2014.

Methodology

This is a descriptive-analytical study that was conducted in the field. The research population includes all male and female athletes and coaches of Iran national Wushu team until the end of 2014. Total members of Statistical population were 178 subjects that consisted 50 coaches and 128 national team players. The census method was used with regard to limitation of the population. 37 coaches and 106 players and a total of 143 questionnaires (80% return rate) were collected in finally.

The research instrument was a modified questionnaire about coaches' evaluation criteria that extracted by using library's resources and documents and by applying theoretical backgrounds and patterns that other researchers had developed. Based on the standard tools of similar studies in

other disciplines, the reliability was obtained at the rate of 92% which leads to use of questionnaire in national team coaches evaluation modeling for Iran Wushu Federation. To ensure about the integrity of the selected criteria, the validity of the questionnaire was approved after applying comments of 8 university professors and experts in the sport of Wushu. Also the data from the full filled questionnaires were analyzed in the quantitative section. Then confirmatory factor analysis was used to verify the validity of the questionnaire and also to confirm that the factors represents the desired items. Then, hidden factors in evaluating the national team coaches and loadings Factors of primary factors variables were identified using Exploratory Factor Analysis with the help of software SPSS21 and AMOS21.

Research results

We tried to identify 4 hidden factors among variables to provide a theoretical exploratory model using factor analysis. According to the results the evaluation model of National Wushu Team coaches of the country affected by 4 independent factors including: managerial, moral and social characteristics, technical and coaching features, gesture characteristics and sports background features.

Since using factor analysis is essential especially branches which use test and questionnaire; we introduce and provide revealed factors with their loadings based on this analysis. Hereby, confirmatory factor loadings for each factor was presented to ensure about the presence of every variable in the questionnaire. Therefore, a complete table of the factors of evaluation model of national Wushu teams' coaches with factor loadings is provided and accordingly, the discussed four-factor model is raised.

Table 1: Introducing the revealed factors in the performance evaluation model of national Wushu teams' coaches in Iran

	The main factors			
	1	2	3	4
	Managerial, ethical and social	Sports background	Gesture	Technical and Coaching
Social characteristics	0/01			
Management and leadership characteristics	-0/15			
Moral characteristics	0/74			
human relations Features	-0/57			
Personality characteristics	0/36			
Gesture Characteristics			0/04	
Educational characteristics				0/10
Coaching characteristics				0/17
Planning features				0/42
Sports background Features		-0/01		

As the present exploratory model shows the loading factor of 10 factors were calculated then the software identifies and presents 4 independent factors after analyzing the data. These factors were obtained by using factor analysis in principal component method. Each of these factors and their corresponding loads is given in Table 1. What comes from reviewing the exploratory model is that how much the role of each factor is in the evaluation of coaches. For example, the most important factor in the evaluation is related to the moral characteristics with 0/74. The exploratory model of coaches' evaluation presented in Table 2 in summary.

Table 2: A four-factor exploratory model of performance evaluation of national Wushu teams' coaches

Number of factor	Name of factor
1	Managerial, ethical and social
2	Sports background
3	Gesture
4	Technical and Coaching

Among 10 introduced features, social relations characteristics (0/01), planning (0/42), sports background (-0/01), human relations (-0/57), gesture (0/04), moral (0/74), personality (0/36), educational (0/10), coaching (0/17) and management and leadership with (-0/15) impact influence on coaches performance. Then identified 4 independent factors and introduced managerial, moral and social characteristics, sports background features, gesture characteristics and technical and coaching features, finally. These factors obtained using factor analysis in principal component method.

Discussion and Conclusion

The results indicated that the performance evaluation factors of national Wushu teams' coaches Of Iran can be prioritized in 4 factors. Hardcastle & et.al (2015) 7 dimensions, Arnold (2014) and Santos (2010) 3 dimensions, Brischuk (2014) 10 dimensions and Coaches' Association of British Columbia (CABC) (2007) examined 6 dimensions (15, 14, 7, 16 and 1). In this regard Memari et al (2013), Rohani et al (2013) and Hamidi et al (2011) as well as 5 dimensions, Nasiri (2008) 10 dimensions; Asadi et al (2013) 8 dimensions, Ramazani Nejad et al (2013) 6 dimensions, Talebpour et al (2012) in 7 dimensions were evaluated the coaches (17, 1, 12, 9, 2, 10, 6).

According to the above results managerial, social and moral characteristics is in the first rank of priorities (including social relations, human relations, moral, personality, and leadership and management characteristics) and technical and coaching features (including educational, coaching and planning characteristics), gesture characteristics and the sports background features are in the second to four rank of priorities, respectively. In this regard Rohani et al (2013) identified technical-educational factors, behavioral and nurture, personal and team management, protection and promotion of the team and factor of background and experience as the most important factors in evaluating the performance of the football coaches (1). Memari et al

(2013) were introduced technical capabilities, operational capabilities, special skills, leadership skills and communication skills to the attention of evaluators (17). Also Asadi et al (2013) prioritized management skills, technical skills, personality traits, emotional-Humanitarian skills, social characteristics, individual characteristics, sporting and coaching background respectively as coaching dimensions of the national chess teams that are compatible with the revealed factors in this study (2).

Hardcastle & et.al (2015) also indicated the content results of the seven main research to achieve balance and stress management, time management, goal setting, self-confidence and control, and replication and overdata, the validity of model role and strengthen and tracking of the coach eventually (15). Arnold (2014) has introduced the factors of player relationships, trust and the impact of coaching on the social integration about the obtained information from the social impact on the coach (14). In this regard, Santos (2010) had examined competencies related to annual planning (3/5), competencies related to diagnosis of practice and competition opportunities (4/07) and personal, educational and coaching competencies (3/69) as 3 general competencies of a coach (7). And Brischuk (2014), in his study titled "the validity and reliability of gymnastics coaching certification competence in Canada" had evaluated 9 of 10 coach performance indexes as a competence, skill or expertise while one of in ten coaching indexes was recognized as an index related to the beginner (16). Talebpour et al (2012) also, technical skills had the highest level and financial skills had the least level of importance in a comparison of "the self-evaluation of sports coaches performance in universities individual and team sports" by ranking of performance dimensions from the perspective of two groups (6). Management, moral and social factors with technical and coaching factors were in the top of ranking and the sports background factor was in second ranking according to the obtained factors from our research priorities. Therefore all of the other studies results have been introduced the performance evaluation of coaches in a number of common factors with a little change in title; but technical and coaching factors were mainly at higher levels and personality and planning factors were in lower levels in the priorities from their perspective. These results were consistent with the researches without considering priorities.

Managerial, moral and social skills are in the first ranking, while technical and coaching factors were in the second ranking as it is clear from the players' priorities. Perhaps, it is expected that everybody give importance to the technical and coaching factors of a coach in his prioritizing at the first glance, but with examining the results of the players and coaches priorities of Iranian national Wushu teams we can see even in national teams, that maybe their major investments is done to gain more medals and positions, the players and coaches of national Wushu teams also gave more importance to communication, moral characteristics, and somehow control and behavior management of coaches more than their technical and specialized knowledge level to achieve the objectives. Perhaps a coach moral characteristics and communication could be connected with any kind of emotional relations between the national team players and coaches in the camps according to this perspective of statistical population; therefore exercise and practices in camps and tolerance against high training pressures are less impressive than psychological pressure tolerance on the players and coaches of national teams. In addition, the results indicated that the players and coaches of national teams have been prioritized the technical

and coaching knowledge higher than gesture characteristics and even higher than coaches sport backgrounds; Perhaps both groups generally consider coaches sport backgrounds as having a good technical level including acceptable technical knowledge which is influenced by playing and coaching period resume.

- According to the results it is suggested that managers of Iran Wushu Federation use the identified indexes for selection of national Wushu teams' coaches.
- Also according to the priorities obtained from the national team coaches and players comments it is suggested that Iran Wushu Federation consider management, moral and social characteristics and sport background of coaches further in selecting their coaches and does not rely only on their technical and coaching features.

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