

INVESTIGATING THE RELATIONSHIP BETWEEN ASSERTIVENESS AND DECISION-MAKING POWER OF PHYSICAL EDUCATION MANAGERS, ZANJAN CITY, IRAN

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ABSTRACT

The aim of this study was to investigate the relationship between assertiveness and decision-making power of physical education managers, Zanjan city, Iran. The research method was correlation and monitoring. The population of this study was included all managers and specialists in physical education university and education office for Zanjan city (33 individual) that 30 subjects were randomly selected, according to Morgan table. The measuring instrument were assertiveness questionnaire of Ratous 1983 With 7 dimensions of decision making by Scott and Bruce (1995) that Cronbach's alpha reliability coefficient were obtained 0.81 and 0.86, respectively. Descriptive statistics were used to classify the raw score and inferential statistics (Kolmogorov-Smirnov test and Spearman correlation were used to test hypothesis). The results showed that there was a significant positive and correlation ($p < 0.05$) between the various aspects of physical education managers with decision-making power for the zanjan city, Iran. Among various aspects of assertiveness, the highest correlation was about the amount of assertiveness with decisions making of managers ($r = 0.471$) and the lowest correlations was to refuse the application by managers decision ($r = 0.24$) among the managers of physical education, Zanjan city, Iran.

KEYWORDS *Assertiveness, Decision-making, Management of physical education, Physical education.*

INTRODUCTION

Physical education has been as an important part of education in physical, psychological and social development, and will follow social mission and objectives of the educational and led to increase and expand the scope of information and research students studying physical education as well as scientific technique, Mental health of people is dependent on the relations between the group and interact with other human and the environment totally, Because many human needs are satisfied through communication with others and having healthy relationships with others is requires satisfaction of life, human perfection and the key to growth. What we are today and what will be in the future, both are due to its relations with others (Sanaei, 1990). Assertiveness considers as a way to solve people communication problems and it has positive effect to solve anxiety that arises from social interaction In the course of personality development, no one can be found that fully grown or feel complete unless person to be in a human relationship (Mirkamali, 2007).

Faghir-pour in 1998 says that people who cannot express their feelings due to lack important interpersonal and social communication skills and desires or the unreasonable demands of others are often dominated by other people. They Lost self-esteem and they feel that have no control over their life events. As a result, they are avoided of dealing with life issues. Pleasure and a sense of satisfaction in life depends on to some extent to satisfy needs that are product of communication with others, such as friendship, respect, development, confidence and self-esteem (Faghir-pour, 1998)

Investigating communication problems in different social groups is considered by many psychologists. In this regard, investigating communication problems among adolescents has a special place, because, as research has shown, children poor relationships with peers, often leads to emotional conflicts.

Some children and adolescents are isolated and alone by peers or to customize or because of rejection. For many of isolated teenagers, Adolescence may be very hard and associated with alone (Quoted by Mussen et al., 1985).

One of the main problems and some of the young people is the inability in assertiveness. Because today, world Community is much more complex and more specialized than the early ages of the world. Also, young people have not achieved necessary training in order to establish suitable relationship and develop their thoughts and emotions.

This leads to it that group of teenagers are faced with difficult feelings and thoughts and ideas to others and this difficult has been inhibitory effect on their effectiveness and it prevented identity healthy formation and development of talents and their mental and emotional forces (Bahrami, 1996).

Decision as the first task Manager in the administration of the organization is so important that some experts have described the organization as decision making and management (Alvani, 2004). For example, Herbon Simon knows the decision making as the essence of management.

In his opinion, a decision maker is a person who is ready to choose a way in the intersection of roads at the moment of choice (Alvani 2004). Hoy and Miskel (2008) has known the decision-making is a primary responsibility for all managers, and in their opinion, the management process is not only leading to the decision-making, but also it is lead to run.

Pitter draker (1954) believes that the future management is focused on decision-making and understanding of the process. All managers are dealing with decision-making process, as their profession requires.

According to Wagner & Hollenbeck (2005) opinion, decision means the process of collecting data to evaluate the options and select the best for resolve the issue. Decision is generally meant the choosing a solution from among of two or more options in a proactive and decisive manner in order to achieve a specific goal or achievement with a minimum of risk.

Pour-pirali (2003) in a study titled that there was a significant between the participation of faculty members results were that in making administrative decisions to the level of their spiritual Isfahan University of Medical Sciences that between the participation of faculty members there are relationship in making administrative decisions, educational, administrative and research with the spirit of them. There was significant different between mental faculty members according to their work experience.

The highest participation of faculty members was in making administrative decisions related to research decision making of and the lowest participation was rates of educational decision making. Also, the ranking of the three dimensions of the sample spirit showed that the spirit of wisdom above and in the following attachment was lower than other dimensions. Also, baghbani (2013) found in a study as factors affecting the assertiveness level of nursing and midwifery students concluded that the assertiveness level of studied students and its impact seems necessary on the mental health, academic performance and professional students, education experts and planners should pay special attention to risk factors strengthen, assertive behavior.

Fatemi (2013) found in a study entitled correlation discussion understanding of problem-solving ability in the assertiveness skilled nursing students that education programs should provide opportunities for education and training of life skills should be equipped including, problem solving ability of students to and decisively.

Nursing education of students should be improved to solve clinical problems and thus, efficiency as health care providers. Wilson et al (2005) reported in study as comparing 21 programs for restraint until marriage priority on skills such as target -the decision and assertiveness- honest relationship and psychological factors such as self-respect was achieved better results. Parker et al. (2007) also, achieved that the rational style and each style of decision-making intuitive, immediate and avoiding negative correlation between the intuitive style of decision-making and immediate and between avoidant style of decision-making and independence gained positive significant relationship.

The Berne (2008) study showed that mission and policies of the organization, the decision-making effect on them and personal characteristics and type of communication has considerable influence on their decision-making process. Tanholm (2008) found out in study that emotional stress had a significant relationship between styles and there was an immediate decision, while this relationship with the style of rational, intuitive and dependence were observed.

Payneh (2011) compare in a study as to professional styles discussion and non-professional investors' decision-making and to them. The evidence shows that there was significant difference between professional and amateur investors style of decision making in the selection of investment options.

Study is the effects of exercise and assertiveness to find on physical education management decision making is city zanzan, Iran. Regard to healthy soul in this study and assertiveness of its effect on the decision making for the development and progress of an individual and his society is undeniable. The result of study on the mental health issues is important for therapists. Low-cost solutions available to everyone in the prevention and treatment of mental health is one of the things that justify the necessity of this research.

MATERIALS AND METHODS

Present research was investigated the objective in terms of applied research and the correlation method. Data were investigated by Pearson correlation test. This study was investigated in terms of the purpose as applied research and the correlation type. Data were investigated based on Pearson correlation test to examine the relationship between firm size and dimensions of decision-making power for the city administrators.

Community and sample: The population was including all managers and specialists in physical education university education office in Zanjan city that based on the statistics and selected information for the zanjan city the number of to individual was 33 that according to Morgan Table 30 individuals were randomly selected. To collect information, following questionnaires were used:

Assertiveness questionnaire: In this study, by focusing on sports management of zanjan city, standard questionnaires of Ratous assertiveness (RAS) were used for assess the behavior of strongly in 1983 by "Ratous". Seyed Fatemi et al. (2008), the research of Dibaii (2005) the validity of the questionnaire was approved by members of the faculty and reliability with Cronbach's alpha coefficients were obtained 0.86. The questionnaire contained thirty-question with six options that the questionnaire consists of seven components: 1) the refusal of the request or the power to say no, 2) express personal limitations 3) start the social communication 4) expressing positive feelings 5) criticizing 6) The difference of opinion with others criticizes 7) the determination of assertiveness in conditions of service which have been assessed irregular.

Decision-making power questionnaire: decision making of public styles questionnaire of managers by Scott and Bruce (1995) was used. In Heidari research, validity of the questionnaire was approved by members of the faculty and reliability with Cronbach's alpha coefficients was obtained 0.86. Five styles of management studied decision making were including: 1) rational 2) intuitive 3) dependence 4) Immediate 5) avoidance.

Data analysis: In this study, obtained data were analyzed from the questionnaires in both descriptive and inferential method. Descriptive statistical methods were used to classify raw score and drawing diagrams and tables. The inferential statistics was used Pearson correlation test between the variables of assertiveness and decision-making power. Data were analyzed using the software SPSS, version 20.

RESULTS

Total respondents (managers and experts of Physical Education from the University and the department of Education in Zanjan) were 30 individuals in this research. Meanwhile, the studied subjects were 33.3% women and 66.7% men. It can be seen that the highest percentage in the work experience less than 5 years was 46.7 percent.

Also, the highest percentage was 46.6% for undergraduate education level. To assess the reliability of measuring instruments, Cronbach's alpha coefficient was used. The Value was

between the range of zero and one. According to this method, if the reliability of variables trend to 1 or close to 1, Measuring instruments will have high reliability and therefore, measuring instruments will be suitable for continued research.

In the end of the research, reliability of the questionnaire was calculated. The investigation showed that assertiveness and decision-making power questionnaires had the reliability of 81% and 86%, respectively.

Table 1. The results of reliability analysis of the questionnaire items

Questionnaire	Number of Items	Number of questionnaire	Reliability coefficient of Cronbach's Alpha
Assertiveness	30	30	0.812
Decision-making power	24	30	0.864

The results of Kolmogorov-Smirnov normality test are shown in the table. Significant level of 0.05 in the possibility statistics showed the normality of variables and parametric test to test the hypothesis.

Table 2. normality test by Kolmogorov – Smirnov test(Data distribution)

Statistics Variables	Number	K-S Statistic	Statistic possibility of K-S
Refusal of the application	30	0.416	0.884
Express personal limits	30	0.434	0.434
Social relations managers	30	0.890	0.890
Expressed positive feelings	30	0.425	0.425
Criticized the managers	30	0.142	1.150
Having different idea	30	0.146	1.153
Assertiveness Level	30	0,215	1.056
Decision-making power	30	0.541	0.621

The results showed that there was a significant positive correlation between the various aspects of assertiveness with decision-making power of physical education managers for the city zanzan, Iran. Among the various aspects of assertiveness, the highest correlation was between

assertiveness managers with decision-making power($r=0.471$) and the lowest correlations was between the refusal of the demand with decision-making power of managers in Zanjan city ($r=0.24$).

Table 3. The relationship between the different aspects of assertiveness and management decision making power

Variables	decision-making power		
	Pearson Correlation coefficient	Significant level	number
Refusal of the application	0.241*	0.034	30
Express personal limits	0.294**	0.001	30
Social relations managers	0.311**	0.000	30
Expressed positive feelings	0.364**	0.000	30
Criticizing managers	0.301*	0.000	30
Having different idea	0.258**	0.021	30
Amount of Assertiveness	0.471**	0.000	30

*: $p<0.05$ **: $p<0.01$

DISCUSSION AND CONCLUSION

The results showed that there was a significant positive correlation between assertiveness and its dimensions with manager's decision-making power. Therefore, these results were in line with the achieved findings by Bari Taiga (2005), Nesper (2005), Yoshimura (2005), and David et al. (2004).

Athletes can create rich environment for contact and effective interaction through verbal and non-verbal physical environment with increasing confidence, self-esteem, positive self-gratification and satisfaction with self and others.

Also, the power of saying no needs to grow decision-making power and develop respect for themselves and provide a rationale cause for refusing requests, When, athletes enhanced their knowledge and skills, Can resist against those who induce incompetent to him with the power of the words and secure behavior of the community. People, who feel they have no control over events in their lives, are not able to reject the unreasonable demands of others and avoid from dealing with the issues of life.

The expression restrictions on of personal limitation with sports management decision making power have significant relationship. The results of this study were confirmed with results of Jenkins and Karniz (1992). An open-door policy not only does not indicate deficiencies but makes several times respect and intimacy because it is the key to making progress. They can be trained to accept their limitations and find solutions useful and help more accurate decisions. When team shortcomings in compared with the opposing team was discussed, certainly better results will be in the future to earn points.

Based on the result, there was significant relationship between the amount of the positive emotions expression of managers with Sports managers decision-making and the results were in line with results of Vismeloun (2005). Thinking about a tragic event for athletes increases their chances of repeating while a positive emotion not only helps to discharge emotions and stress. It is recalled that, where appropriate, Confirmed a positive rather than a negative message, he is ready to Criticism.

In sports, person create the ability of expressing positive conditions with others encourage, Support and encourage individuals Leads to take advantage of the positive attributes and skills that drive top and studying the relative success, the probability of obtaining a strengthening of social environment increase. There was significant relationship between sports managers critics with decision-making power. This result was in line with the results of Makik F and Kouzar (1983).

Trying of managers in various ways to reach the goal learn that there are always more effective solutions and methods that he may be unaware of them. So, the logical criticism agrees and constructive of others is to respect different views and with accepting constructive suggestions and understand the need for change, courage to change itself and to address errors and weaknesses in their use, but when managers use the ideas of others and does not act defensive that does not fear difference of opinion with others, this requires that the person goal in criticizing others was constructive criticism of their character.

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