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Relationship Between Triple Managerial Skills and The Occupational Creativity of The Physical Education Teachers In Isfahan

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ABSTRACT

Background: This research was done with the aim of studying the relation among management's triple skills with the vocational innovation among physical education instructors in Isfahan province. 2012 **Objective:** The research method is of correlative - descriptive way, which was done in surveying method. The statistical population of this paper included the physical education instructors in Isfahan province in 2012 among 1637 persons in which 305 persons were selected as the sample in random method according to Cochran & sharp table. To collect information, two questionnaires about management's triple skills (Mohammad Nadi-2005) and vocational innovation (Jazani & colleagues-2003) were used. After confirming nominal validity of the questionnaires by the experts, the questions constancy was studied through Cronbach Alpha. This coefficient was estimated at 0.95 in the first questionnaire and as 0.85 in the second questionnaire. The findings of this paper were analyzed through T-tests and one-way variance and Pearson coefficient of correlation test, and multi-variances Regression test in progressive method in order. The meaningful level for testing the theories was

considered ($p < 0.05$). **Results:** The results of the paper showed that the rate of technical, human, conceptual skills and vocational innovation of physical education instructors was estimated more than middle level. There is a positive meaningful relation between the management's triple skills and the vocational innovations. According to the demographic specifications in the conceptual skills level and innovation as per sexuality and also technical skills level as per sexuality, age group, and type of employment, there was a meaningful difference. **Conclusion:** The prediction relation among the components of the management triple skills with vocational innovation was a positive meaningful relation.

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INTRODUCTION

Productivity is one of the identities for achieving perfection in human-made system & human administrative & educational activities effort source began to increasing productivity, perfection-seeking of human nature.

Today with increasing shortage of resources & growing competition in global economy, it is necessary to increase productivity of human society in all aspects of life. Different countries show their efforts for increasing their national industrial, commercial & educational productivity & try to help increase the levels of productivity by management different ways & selection of qualified personnel (Nazem, 2005).

Effective management needs to the proper management model in training centers. Leadership each level (senior, intermediate, operational) have effective role in efficiency & achieve organizational goals, do the organization can obtain to their goals when they have effective leaders (Mokhtari, 2011)

Education is a key factor in economical, social, cultural & political development in a society. Surveying effective factors in growth & development the developing & industrial societies show that all countries have strong & efficient education. The role of effective managers is irrefutable in each educational system of society, as far as the experts believed that the function of a nation depends to the organizations & their functions & their managers.

Teachers don't have management position, but they use some skills such as; make decisions, planning, organizing & evaluation for doing their educational tasks for leadership & manage the class. (Nave Ebrahim, 2006)

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A teacher must be same as a manger & have human, cognitive, technical skills to have proper & best teaching in class by these skills & diagnostics other factors. If physical-education teachers have skills of wise coach, medical knowledge of physician, leadership of manager & insight of psychologist in consultation, certainly is so much successful than other associates (Katz, 1998).

Physical-education teachers must been effective leadership & can manage their classes same as other teachers. The teachers who know what must do, with which quality, how & worked on whom & do their work with visible goals have more efficiency. A person is teacher who compensation the handicap of books & lack of educational facilities or vice versa, the best situation & subject of teach change to the in-active & non-interests environment with lack of abilities & skills. Also, one of the most beautiful human's characteristics are the ability of creativity & because of this characteristic the human can create idealistic goals & flourish & develop their abilities (Naghshbandi, 1997). Sport is a kind of creativity based on philosophic sights because sport includes different & various creativities that make main circuits of sport & exercise & the results of exercising make beautiful movement, physical healthy & then make mental health, in fact see to the each part of sport can make different creativities that make total & basic creativities (Kord Nogani, 2001)

Zhang (2012) studied on most important identification factors of human skills evaluation among construction project managers in China. He understood that individual merits have effect on performance & the most important human skills included; working with others, leading people (honesty, trust, job-related knowledge), effective communication (active listening & feedback).

Also, Massod (2013) studied on social cognitive model of job-satisfaction among teachers. His research was done on 5022 persons of teachers in UAE. This research was done because of planning a model that job conditions, classes status, goal development & positive effects of job place were used in it. This research reported that teacher's satisfaction on their job affected by supported places, goal, development & high level of affections of their positive behavior. Main problem of researcher is physical-education teachers' creativity & innovation that it caused to develop the quality & make interest in physical-education classes, increasing the level of students' learning & finding talents & increasing their sport skills. But can teachers' creativity & management skills effect on Education Department? Is there relationship between management skills & job-creativity? Can the persons' job creativity be predicted by their management skills? Do physical education teachers know about management skills & job creativity? These questions are the main subjects of this research & regarding to the importance of this subject, the researcher tried to surveying the relationships & by hypothesis answer to these questions, so recent research presented proper index for Isfahan physical education teacher's employment in Education systems by identifying the triple management skills & job creativity.

Methodology

This research is practical & in terms of nature is correlation & in terms of surveying method is collecting data & used questionnaire in collecting data & it was studied on triple management skills dimensions (cognitive, technical & human) & job-satisfaction as similarity & without any intervention. Teachers were 1637 persons in 2012 based on the statistics that prepared by human resources administration office. The sampling was selected by satisfied randomly based on the sample volume & Cochran & Sharp's table & they were 305 persons. The measurement tools were triple management skills questionnaire in 47 questions with components; cognitive, human & the technical & job-satisfaction questionnaire. For determining the validity of these questionnaires were used physical-education & sport science experts that who have planning & management PHD & what must they to say to their authorities. The reliability of questionnaire was determining by selected 30 persons randomly & then distributed among them & calculates their variances & it was 0.85 in job-satisfaction questionnaire & it was 0.95 in triple management skills questionnaire based on Cornbach Alpha coefficient. The researcher used descriptive statistics (mean, standard deviation) for collecting data & in deductive statistic was used Levin's test for data variance homogeneity & Komogrov-Smirnov for determining the nature of data distribution & used Pearson's correlation coefficient for determining the relationship among variables. These statistical methods were done by computer & SPSS software version 19 in the 0.05 error level.

Results:

Is there meaningful relationship between technical skills & Isfahan Physical-education teachers' job creativity?:

Table 1: correlation coefficient between technical skills & job-creativity

	The numbers of subjects	P	r
The relationship between technical skills & job creativity	231	0.448	0.001

Regarding to the table (1), the correlation coefficient was meaningful between technical skills & job-creativity in $P \leq 0.05$ level. So there is meaningful relationship between technical skills & job-creativity.

Is there meaningful relationship between human skills & Isfahan Physical-education teachers' job creativity?:

Table 2: correlation coefficient between human skills & job-creativity

	The numbers of subjects	P	r
The relationship between human skills & job creativity	231	0.520	0.001

Regarding to the table (2), the correlation coefficient was meaningful between human skills & job-creativity in $P \leq 0.05$ level. So there is meaningful relationship between human skills & job-creativity.

Is there meaningful relationship between cognitive skills & Isfahan Physical-education teachers' job creativity?:

Table 3: correlation coefficient between cognitive skills & job-creativity

	The numbers of subjects	P	r
The relationship between cognitive skills & job creativity	231	0.531	0.001

Regarding to the table (3), the correlation coefficient was meaningful between cognitive skills & job-creativity in $P \leq 0.05$ level. So there is meaningful relationship between cognitive skills & job-creativity.

Conclusion:

The results of research showed that technical skills (special kinds of activities with certain ways) have positive meaningful relationship with physical-education teachers' job creativity. These findings were same as (Jalan & Kliner 2008) who studied on new progress in creativity development. Their results showed that organizations which allow their employers to have new & creative ideas & use creative solutions in relation to organizations adoption cause to they become more active that they were because of presenting various solutions & employers' tasks. Also findings showed that against psychologist's theories (Aghayee, 2003). The creativity not because of conflicts within individuals & it was same as Homan's research on a communicational company.. he knew the technical skills as missing link for obtaining the successful in manages.

The findings of research showed that human skills (teachers' ability as members of group in effective working & making group efforts among employees were so low) there is positive meaningful relationship with physical-education teachers' job creativity. These findings were same as (Zhang's research 2012) about identifying the most important evaluation factors of human skills of construction project managers in China. His results showed that the most important human skills included; working with others, leading people (honesty, trust, job-related knowledge), effective communication (active listening & feedback). As Zhang's research, the highest human skills was same technical skills in his research & also the results of this research are same as psychologists' theories; Erik & Mazlo. They knew creativity as the results of persons' interaction healthy persons & without any conflicts with healthy places & environment. They believed that creativity included the showing free their abilities of creation from deleting internal inhibiting factors & external conflicts as in this research a person & group have positive & meaningful relation with job-creativity. This different can be because of different creativity (personal creativity & job creativity) the results of this research showed that cognitive skills (the teachers' ability in an organization as a unit system or knowing that how the different tasks in an organization relate to each other & change in a part of organization caused to make change other parts) have positive & meaningful relationship with physical-education teachers' job creativity. The results of research are same as (Orhan's research 2012) about the effects of teachers' cognitive & emotional skills on learning of students' creation. His results showed that it would be better teachers have 2 main roles in their education progress for students' creativity by cognitive skills. First; the students have time & opportunity to know, identify & survey their personal abilities & talent & second; the teachers must have encourage model for students. This similarity can be because of similarity in teachers' personal characteristics in 2 researches. Also these results are same as Mil's research (2006) about management skills, senior management. He showed that 9 management skills of senior management included; effects, administrative facilities, fluency and verbal fluency, knowledge of groups' tasks, social skill, creativity, conceptual skill, brilliance, consciousness in making stable situation. The results of this research, cognitive skills are known as important & effective skills to job-creativity fifteen key concept for managerial success.

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