

## **Integration of Enterprise Resource Planning Presentation of the Model Club SCERP**

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### **Abstract**

Integration of resources and its withdrawal from the island to a facilitator and researcher tries criteria using a model of human resource planning (ERP) and its implementation in the sports industry to step in and take management. Determine the ways and methods of enterprise resource planning integration, alignment units and organizational factors in professional clubs in Isfahan. The population of this research and administrative staff of the club Sepahan, Zob Ahan, Foolad Mahan, Giti pasand, Youth and Sports Department of State, Bureau of Education and the city of Isfahan, which they are of 350 . Experts volume of the sample was calculated using the formula 185 Cochran sampling. Sampling was random. The data collection tool was a researcher - made retest reliability were used. The test-retest correlation value of 0.693 was obtained, which showed significant correlation questionnaire. The reliability of the total scale in this study, 0.82, respectively. Data were analyzed by descriptive statistics and inferential statistics including frequency, mean and standard deviation of the mean of univariate t- test was used to test the three hypotheses. Survey results for all components with  $P \geq 0.001$  showed that the mean score was more than 3 sources identified in the plan to integrate all the resources in the gym were actors. The significance level was considered 0.001.

**Keywords:** integration, planning, health club, Model SCERP

### **Introduction**

In order to compete in today's global organizations, so that the competition has reached unprecedented levels. Markets, global competition, organizations to better business solutions with reliable and flexible structures are needed. Many organizational infrastructures by information systems (business processes that directly or indirectly support the development and maintenance organizations) are stronger. Effective management of these processes can be a competitive advantage through reduced costs, increased productivity and improved service to customers be achieved. Applications often require executive agencies set up by various parameters and implementation tailored to respond to the needs of the organization's Clubs and organizations that are implementing And with regard to the services to be more competitive, organizations need an approach is necessary Hence the enterprise as a system of interconnected information resource planning - a business in supply chain management are presented. Enterprise resource planning and management of the latest achievements in the field of international competitiveness is an important instrument for enhancing the quality and success in the market is considered. Thus, it should be understood and the particular advantage of this phenomenon of software used in the management of modern organizations (Abraham et al, 2008). Enterprise resource planning, or a way to coordinate information flows in an organization can be regarded as a single system. Enterprise Resource Planning is a term originally related to how a large organization planned to use organizational wide resources are. In the past, these systems were used in most types of large industrial

companies. However, the use of organizational resources planning has changed and is extremely comprehensive. Today, the term can be returned to any type of company, nothing wrong, what is involved in that industry (Mirbehbahani, 2009). Researcher presence of sport management and dealing with the problems of resources and lack of correlation led to the researcher in the field of systemic model integration of resources and planning take a step to the events , implement the bechance exercises 's to minimize . Research has shown that a good decision guidelines require 90 percent and 10 percent are vision (Rezaeian, 2003), 78 percent and 67 percent of the time working managers are spending a and exchange of information (Minterzberg, 1973). Savalberayn and Christine ohy (2001) research as the Olympic Games and Knowledge Management: A Case Study of the Sydney Organising Committee for the Olympic Games has been the play of a particular information system is used And benefits of these systems to examine the organizational performance. Mahmoudi and Yazdannezhad (2009) research on the indigenization process of selecting ERP (enterprise resource planning), the Ministry of Commerce, the human factor as a factor in the success of ERP (enterprise resource planning) have names. amidi et al (2007) examined the factors associated with the deployment and use of management information system in the Islamic Republic of Iran from the perspective of sports federations have managers. Results of this study indicate that sports federations managers are familiar with the advantages and characteristics of management information systems. associations that are necessary to achieve the objectives of courses in this area are provided.Saremi and colleagues (2008 ) in an article entitled extraction and evaluation criteria associated with the automotive industry 's readiness to implement enterprise resource planning systems , announced that the process of adoption and implementation of the system, a technical challenge - social Operating Profit Margin on the level of company will influence strategic and do not necessarily implement it using the expected return will bring. Arnoldina (2010) of "top management support", "Project Management" proper, "to define requirements and stakeholder organizations", "Regular and effective teaching staff", "healing process", "organizational change management" and "definition of project objectives As the key success factors of ERP (enterprise resource planning) extracted from the literature and experts provide ERP (enterprise resource planning) was in Lithuania.Heaven (2006) a research on what managers need to know about enterprise resource planning system? The costs of this system are stored in organizations spend millions of dollars and prevent the solutions proposed. Asloyan and Lodma (2010) four models in the areas of organization , leadership, process and results is clear . In his article entitled "What the organization, leadership, organizational change processes and impacts individual responsibilities output is correct? " To investigate the effect of factors affecting enterprise resource planning system implementation is discussed.enterprise resource planning systems more effective technique for establishing communication Madytynus et al (2011) in a research enterprise resource planning solution as opposed to the members of the organization, which provides an excellent management support seem to have less importance to users. Almost all of the research done in the field of enterprise resource planning or different information systems management, a broad effort to institutionalize the various indicators in the areas of managerial decision making Finally the optimal use of resources and potential in the organization and development of the series will bring. introduction to management information systems managers in this area is essential to enable them to take maximum advantage of it to do. every one of the researchers from the specific perspective of capital , manpower, time and ... Enterprise resource planning to discuss the issue . In any case , considering all factors can make sure to sport management decisions and solutions to the strategy , the risks will be minimized. According to the study on the subject of little research has been done in organizations and clubs,New research in this field of study is planned with the aim of integrating resources in a club sport professionals in the field of sports management, sports clubs, staff of Sepahan, Zobeahan, and the club Foolad Mahan gity friendly design.

### **Materials and Methods**

Descriptive research methods and survey. Society of this research and administrative staff of the club Sepahan , Zob Ahan, Foolad Mahan , Giti pasand , Youth and Sports Department of State , Bureau of Education and the city of Isfahan , Isfahan that number is 350 . Experts volume of the sample was calculated using the formula 185 Cochran sampling . Sampling randomly selected. Should be noted that the 183 questionnaires returned , a return rate of questionnaires to 99 percent. Instrument for data collection in this research questionnaire is based on a scale of five Likert ( very good , good, average , poor , very poor ) was adjusted . This study was conducted to determine the retest reliability of the instrument used. The test-retest correlation value of 693 / 0 was obtained, which showed significant correlation is also a question of the reliability of the scale in this study, 82 / 0 , respectively. To evaluate and analyze the data , descriptive statistics including frequency . , Mean and standard deviation and inferential statistics with an average of one variable T hypothetical three of these tests are used The significance level was considered 0.001.

**Results**

**Table 1: Average questions concerning the role of human resources**

Row	Item	Average
1	Use the force, young	4.10
2	The use of a committed workforce	4.33
3	Use men as staffing	3.72
4	Using women as human	3.48
5	Using the history of the office staff	3.92
6	Technically competent managers of program areas in line with the Enforcement	4.4
7	Manpower coupled with work experience and sports performance	4.34
8	Manpower coupled with professional sports history	4.19
9	Supporters of sports (club agents, suppliers, (.etc	4.15
10	Backup factors (sports federations, organizations, leagues, center supporters, (.etc	4.12

The results in Table 1 indicate that the highest mean score on the role of human resources, with 4/40 quarters of Question 6 items "of competent managers, technical and program areas in line and staff" and the lowest mean score of 3/48 items 4 items of "using women as human resources" is.

**Table 2: Average questions concerning the role of information sources**

Row	Item	Average
1	Awareness programs in the areas of strategic alignment and staff	4.17
2	Get instant access to sports information directors and its analysis	4.26
3	Access to information on sports agents and sports management	4
4	Accurate and timely information, analysis Sports Management	4.13
5	There is information and effective communication systems and information networks within the country's sports	4.14
6	There is information and effective communication systems and information networks for sports abroad	3.96
7	Information on programs and strategic decisions of upstream documentation (Supreme Council for Planning (Exercise country	4.06

The results in Table 2 indicate that the highest mean score on the role of information sources, with 4/26 Question 2 items related to "quick access to sports information directors and their analysis" and the lowest mean score of 3/96 to question 6 items' existence of effective communication systems and information networks and sports information from abroad "is.

**Table 3: Average questions concerning the role of financial resources**

Row	Item	Average
1	Credit and timely financial support through the club's board of directors and board of trustees	4.37
2	Using sports sponsors and sponsors	4.29
3	Club collected a share of the rights to broadcast the matches on TV and radio	3.97
4	Attract public donations	3.41
5	Attract donations Fan Club	3.44
6	Offer Shares to the Exchange Club	3.63
7	Proceeds from the sale of cultural goods - Sports	3.67
8	Proceeds from ticket sales	3.75
9	Income transfers (transfers) players	3.80
10	Take advantage of the gifts donated to the club	3.31

The results in Table 3 indicate that the highest mean score of the funding, with 4.37 quarters of Question 1 item "credit and timely financial support through the club's Board of Directors and Board of Trustees" and the lowest mean score with 3/31 question 10 items related to "take advantage of the gifts donated to the club" is.

**Table 4: Average questions concerning the role of material and hardware**

Row	Item	Average
1	Office space	4.08
2	Standard club space and sports fields	4.36
3	Standard club space and sports fields	4.34
4	Essentials of good teams and organizational units	4.18
5	Using appropriate leased spaces and facilities needed sports teams	3.90
6	Create a special place for reporters and sports reporters	3.72

The results in Table 4 indicate that the highest average score in the material and hardware involved with 4.36 quarters of Question 2 items' club space and sports pitches standard "and the lowest mean score of 3.72 to question 6 items "to create a special place for reporters and sports reporters" is.

**Table 5: Average questions associated with the Organization and Methods**

Row	Item	Average
1	Facilitated and modeled using the best (Bench marking)	4.13
2	Organizational hierarchy at the club	4.14
3	Social and behavioral compliance with the Charter of the United	3.97
4	System of disciplinary measures	4.01
5	Professional motivation system	4.15

The results in Table 5 indicate that the highest average score in the apparatus and methods, with 15 quarters of Question 6 items "system motivated professionals" and the lowest mean score of 97/3 to Question 3 items "social and behavioral compliance with the Charter of the Organization "is.

**Table 6: Average questions concerning the role of coherent programs**

Row	Item	Average
1	Despite automation, finance, information and communication	4.17
2	Create a system to identify, recruit, train and maintain the quality of human resources	4.19
3	Having strategically	4.28
4	Despite the regular time programs, short programs	4.14
5	Despite the regular time applications medium programs	4.09
6	Despite the regular time applications long programs	4.18

The results in Table 6 indicate that the highest average score in the integrated program, with 4/28 quarters of Question 3 statements: "Having a strategic plan" and the lowest mean score of 4/09 to Question 5 items' existence scheduling the medium term programs "is.

**Table 7: Average questions associated with the performance indicators**

Row	Item	Average
1	All of the club's continuing education and equip them with information	4.19
2	In the spirit of partnership and organizational commitment	4.17
3	Projects at the organizational Brjryanat	3.94
4	Technical Performance Teams	4.14
5	Technical performance, human factors Club	4.24
6	Success and winning sports teams championship titles	4.19
7	Being brand (credit value) teams and sports club services	4.10
8	Having sportswear former glories	3.98
9	Responsible for all elements of the earlier achievements at club sport	3.92

The results in Table 7, indicate that the highest mean score on the role of performance indicators, with 4/24 quarters of Question 5 items' technical performance, human factors Club "and the lowest mean score of 3/92 to Question 9 items "Look at all the factors responsible club to former glories sport" is.

**The results of analytical research**

**Table 8: comparison of the use of resources in integrated resource planning in the health club with the assumed average of 3**

Components of	Average	Standard deviation	Deviation from the mean	t	degrees of freedom	significance level
Human Resources	4.08	0.50	0.037	28.806	178	0.001
Information	4.11	0.69	0.051	21.559	178	0.001
Financial	3.76	0.84	0.064	11.911	173	0.001
Material and	4.10	0.69	0.051	21.322	182	0.001
Organization and Methods	4.08	0.68	0.050	21.502	182	0.001
Coherent programs	4.18	0.70	0.052	22.667	180	0.001
Performance indicators	4.09	0.64	0.047	22.861	179	0.001

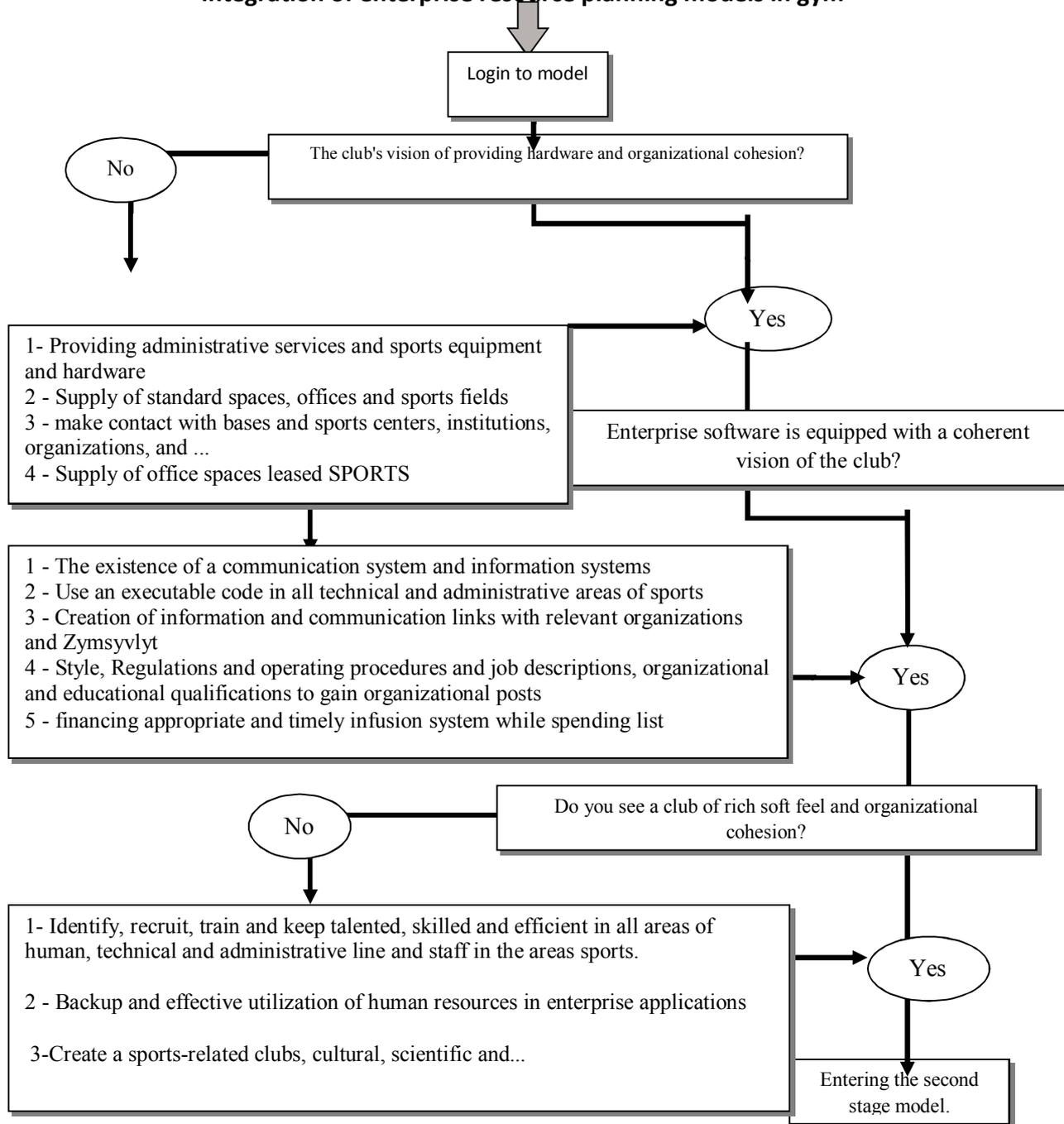
Based on the findings in Table 8 , the mean score on the enjoyment of human resource planning, resource integration Sports Club 4.08, the use of information resources integration in resource planning Vrzshyy Club 4.11, the use of financial resources in integrated resource planning Sports Club 3.76, the utilization of hardware resources and resource planning integration Sports Club 4.10, the apparatus and methods of using the integrated resource planning in the gym 4.08, the use of integrated applications in integrated planning sources in the Sports Club 4.18, the use of performance indicators in integrated resource planning in the gym 4.09 , is greater than the average level.

**Discussion and Conclusion**

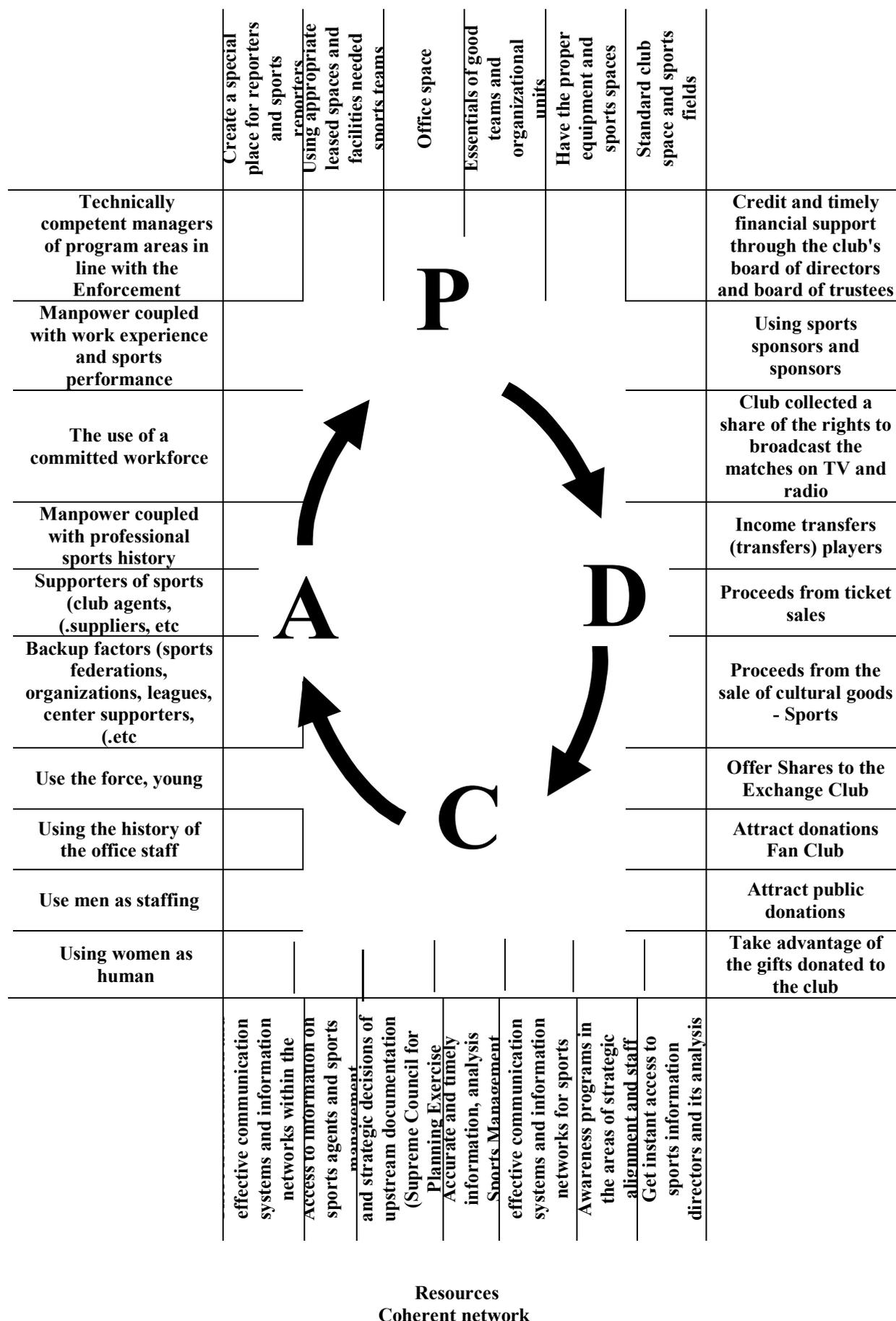
factors such as sports clubs , and suppliers , supporting factors ranging from sports federations , organizations, leagues , supporters and ... Association , employing a workforce of young men with a history of administrative and employing a workforce Finally, the women 's executive Club program has been a priority . Given the above and the deployment of software for human resource planning, resource integration in the gym is necessary to use the above process raw data, such as the personal data (name, surname, name of father, husband, father mother, child, etc.), academic information (degree, certificate location, years of obtaining, etc), or Experimental expertise (specialized in particular fields, description, title, etc.), military intelligence, enterprise data (the organization, promotion, management, etc.) and other data Besar, is necessary to the enterprise resource planning system be present So that appropriate management regarding the status of all active forces, including the Executive Club, Sports and Technology essential to apply this supplier .analyze, correct and timely management information , sports, information about programs and strategic decisions of upstream documentation ( Supreme Council for planning exercise countries or organizations and agencies that are superior to a club ) , access to information on sports agents and sports management and information system and effective communication with networks outside the country where sports is to observe that , according to the priorities listed in the resources , information resources in the area will be a great role .Basically we need to know for enterprise resource planning information system based on data-data that makes sense and club shows image of a physical club.The research done by combining information listed resource planning systems, integrated resource planning at the gym provides.in the first three areas of funding and income from transfers ( transfers ) players , revenue from ticket sales, proceeds from the sale of cultural products , offering shares to the exchange Club , Fan Club attract donations , grants and benefit draw gifts donated to the club's next three priorities of the priorities that should be given effect , respectively, in the field of financial resources to be effective as an integrated enterprise resource planning used in the gym . But you have to understand one of the basic sources of capital constitutes an organization money. Money and capital as a driver and engine of many of the club. Proper use and proper spending money, you have to overcome many of the risks facing the club. Monetary strategies, the involvement of money, cash flow and many of these items are things that it considers

itself the custodian of enterprise resource planning, and financial information for management strategies to determine future benefits. The findings of the present study space Standardization clubs and sports fields, Despite the proper equipment and sports spaces, the appropriate requirements in teams and organizational units, office space, use of appropriate leased spaces and facilities needed sports teams and creating a special place for reporters and sports reporters as described above as a priority. Equipment and hardware is an important resource that is dominated by enterprise resource planning system. Information on the status, capabilities and characteristics of the various equipment and hardware, will enable management to determine strategic direction of the organization in providing products and services that include sports and athletes, to guarantee its success. Use a good, proper selection and replacement of equipment and hardware, it is vital that management is involved with it. Improper use, improper selection or improper placement of equipment and hardware costs prohibitively large and the system will apply the club keeps moving in the direction of your goals. According to the research results, the researcher conducted a motivational system and a system of disciplinary measures and identify the components of the organizational hierarchy at the club ranked first to third shows And thereafter, and modeled methods take advantage of the best and superior contrast in the social and behavioral compliance with the Charter of the Organization Components that can be integrated resource planning systems and practices in the gym will result. Due to the presence of humans in the system as a raw material for enterprise resource planning system taking into account the priorities and influences And can be resources for planning, integrating role to play in the gym having these components in the club and its programs on the basis of the above items can be used in the realization of the stated goals of the procedure. This component specifies the path to integration. Having carried out a review of the strategic plan, creating a system to identify, recruit, train and maintain the quality of human resources, there is a long-term scheduling programs, the office automation, finance, information and communication have been scheduling in short term programs scheduling priorities of the medium-term programs are The role of integrated programs in the gym of the planned integration of resources and can Club Bybrnamh and deviate from mainstream programs to protect and provide for individuals to achieve a specific objective. The study of human factors in the club's technical performance, success and winning sports teams championship titles, all of the club's continuing education and equip them with information, have a look at the project, corporate events, global brand teams and athletic club services, having sportswear former glory, the spirit of partnership and organizational commitment in the program and look at all the factors responsible sports club to former glories, the performance indicators in the gym of the factors that led to the plan to integrate the resources and the result will be it. According to the study questions at the beginning of the fifth, sixth and seventh different enterprise resource planning exercise referred to in the industry and the output of the industry as a product without understanding, intelligence and solely for the use of human needs but the exercise of that input and output using four sources of human, financial, material and information on ethics, physical, social, human grows these three sources were added as an ingredient in enterprise resource planning system was discussed. Everyday materials as feedstock for the perfecting system which four other sources and turn it into a product that will work. There is an important data source in the enterprise resource planning system must contain information such as the complete domination over the human material needs, financial order to achieve the required information in organizational goal. Enterprise resource planning system as an information system, it is necessary to be aware of the types of features and capabilities of the hardware and material information to determine appropriate strategies and managing organization will be achieved. Enterprise resource planning system in the industry should know based on four sources of human, financial, material and information has been built and is considered to be Artefacts based on the output. But the implementation of these systems require additional exercise three or more components of an apparatus and method, program and performance indicators are consistent because the industry is dealing with an inanimate object or substance, but in exercise are associated with the inventory ability to learn, grow, change and thousands of component that can improve the product that has helped the sport and the athletes. Therefore, taking into account the difference between the above three components and match it with a source of raw materials in the presence of an enterprise resource planning system. To enter the programming model integration is necessary first to examine the current status of the system and its potential in the areas of hardware, software, and hardware can be assessed as brain so if there are problems in these areas than to try to fix the problem Ngrdym implementation model. Hardware system should be defined in the beginning and then it implements the operational software, after the hardware and software needs, complement and enrich the thinking or the use of software and hardware needed to be done.

### Integration of enterprise resource planning models in gym



The second stage model: a network-based organizational cohesion Dmynk cycl The four sources of human, financial, material and information on the integrity of the organization helps Dmynk cycle and constantly planning, action, evaluation and operation of our data is being used. Use the Deming Cycle Ayjhad an enterprise or organization Argamyk network is a network.



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