Function Measurement of Esfahan Province Physical Education General Administration on Basis of EFQM and Comparing to Desired state.

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ABSTRACT

The main purpose of this paper is function measurement of Esfahan province physical education general administration on basis of EFQM and comparing to desired state. Superior model is certain direction that determine directors activities direction for improving function and by placing axis and relation through organizational chains and processes with personnel, customers, interested parties and society, provide satisfactory of them prevent research is descriptive and type – measurement research and practical through purpose for collecting information related to acceptance and rejection of research assumption, was used measurement method and EFQM standard questionnaire statistical community of this research is all personals of Esfahan province physical education in 2011 and including 221 persons sampling method is randomly-category and sample volume observed 132 persons. For permanent test was used kronbach coefficient that obtained $r=0.88$ Average scores obtained for elevation of organization 445/03 and leading scales 40/95, policy 35/64, personnel 37/53, sources and partner 49/73 processes 65/61, customer results 78/36, personnel results 34/72, society results 36/26 and function key results 67/81, for considering hypothesis and analysis of research findings was used understanding statistic including changeable single Ttest and SPSS software that result including: There is meaningful difference between present state score amount and organizational elevation desired state in Esfahan physical education general administration on basis of EFQM model. Organizational elevation results of this scales compared with desired state on basis 50% showed weaker results. There is meaningful difference between present state score amount and scales desired state of leading, policy, personnel, processes, customers results, personnel results, function key results in Esfahan province physical education general administration on basis of EFQM model. And elevation results of these scales compared with desired state on basis 50% showed weaker results. There is meaningful difference between present state score amount and desired state of sources and partners and society results scales in Esfahan Esfahan physical province physical education general administration on basis of EFQM model. And elevation score of these scales with compared with desired state on basis 50% showed stronger results.

Key word: organizational elevation, function measurement, EFQM elevation model, Esfahan province physical Education

Introduction

Physical Education had been important attention as key organization and certainly can say that it is the best organization among social, economical and cultural organizations that have come to this extent (Razavi2003).

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achieve them. Now, many attempts perform form for increasing physical Education quality and exercise sciences and arriving to purposes.

Quality in physical Education is searching function and has many dimensions that permanently changed. This Quality changeability cause that designers of physical Education and exercise sciences attempt to develop.

Organizations such as general administration of physical Education must be important for arriving to elevation in exercise. These administrations must have propriety indicators for surviving in world of hyper competition and always compare similar organizations the best. In according to importance of growth and elevation of organizations, having basis for comparing self with the best organizations and past for organization is necessary, because using appropriate from opportunity and appropriate face with challenges improve them. All organizations face to changing challenge and this challenge is not seen in trade school state organizations and private organizations face to surprising changes finally. Pressure for changing in all management levels will increase. In past, managing directors had problem with this subject that how change other in their organization, but today most of them found that behavior and thought style must be change. Studying about program such extensive quality management, reengineering trade and or various methods of leadership change show that less than 1/3 of they indicate permanent effects and few achieve fundamental change that in necessary and desired. Lack of international official standard for extensive quality that determine how can establish extensive quality management system and lack of similar guidelines and coordination that how measure applying extensive quality management and also lack of a organization or official reference of certificate issuance that able to issue and indentify achievement of extensive quality management on basis of international standard, cause to establish extensive quality management models that EFQM is the identification and has cause to destroy above lacks.

In recent years, production firms activities are in international level conditioned to getting certificate accordance to international criteria that was accepted and have created before appearing ISO standard 9000 and in last 80 century. There were models for evaluating industry and unindustry institution that became perfect in the world by appearing ISO system 9000. But on one had extensive perspective to trade. In 2003, one of first step for connecting this extensive perspective to this model was performed with Canada quality design then in 2008. After many years continuous work, BelderingMalkoom quality notional gift in American was pronounced that covered all components of trade with a attention to benefits of all interested persons. European quality prize by European foundation quality management was given along with Beldering model in 1991. This model. This model was proposed by European countries rapidly and was determined that state organizations and small industry want to use them.

**Definition of model:**

EFQM model is practical tool for helping organization in performing self-duties and evaluating their condition in elevation direction and exploring present vacuum in giving appropriate solution.

European foundation for quality management model: This model have 9 criteria that 5 criteria make ability and other criteria constitute results maker abilities consist of leadership processes, personnels, sources and partners and results criteria consist of customers results, society results, personnels results and key performance results. In this research was used EFQM for evaluating present state in general administration of Esfahan province physical Education.

Leadership criteria: This criteria has consisted of 4 buoys or sub criteria that in general allocate 80 scores of 1000 scores to self. Scores of this criteria recognize relevant question with leadership criteria in EFQM standard questionnaire.

Policy and strategy criteria: This criteria has consisted of 4 buoys or sub criteria that in general allocate 80 scores of 1000 scores to self. Scores of this criteria recognize through relevant question with policy and strategy criteria in EFQM standard questionnaire.

People criteria: This criteria has consisted of 5 buoys or sub criteria that in general allocate 80 scores of 1000 scores to self. In this research this criteria recognize through relevant questions with people criteria in EFQM standard questionnaire.

Partnership and resources Criteria: This criteria has consisted of 5 buoys or sub criteria that in general allocate 90 scores of 1000 scores to self. In this research score of this Criteria recognize through relevant question with Partnership Criteria and EFQM standard questionnaire.

Process Criteria: This criteria has consisted of 7 buoys or sub criteria that in general allocate 140 scores of 1000 scores to self. In this research score of this Criteria recognize through relevant question with Process Criteria and EFQM standard questionnaire.

Partnership and resources results Criteria: This criteria has consisted of 9 buoys or sub criteria that in general allocate 200 scores of 1000 scores to self. In this research score of this Criteria recognize through relevant question with Partnership and resources results Criteria and EFQM standard questionnaire.

Personnels results criteria: This criteria has consisted of 5 buoys or sub criteria that in general allocate 90 scores of 1000 scores to self. In this research score of this Criteria recognize through relevant question with Personnels results Criteria and EFQM standard questionnaire.

Society results criteria: This criteria has consisted of 3 buoys or sub criteria that in general...
allocate 60 scores of 1000 scores to self. In this research score of this Criteria recognize through relevant question with Society results Criteria and EFQM standard questionnaire.

Key performance results criteria: This criteria has consisted of 7 buoys or sub criteria that in general allocate 150 scores of 1000 scores to self. In this research score of this Criteria recognize through relevant question with Key performance results Criteria and EFQM standard questionnaire.

Koozechian in research, evaluated performance of best country universities exercise committees from perspective of committees directors, students and Tehran university education 120 person of exercise authorities over country in various exercises and also 26 person of exercises committees directors responded to making-researcher 2 questionnaire analysis showed that students educators and exercise authorities evaluated exercises committees performance weakly.

Kodadad kasha carried out research according to relation between leadership styles and EFQM in Tehran physical education colleges statistical society were 68 person of scientific mission questionnaire research tool included 50 question of organizational elevation of EFQM model. management amount was estimated 83% after considering Beheshty Shahid university with 474 scores, teacher education university with 365 scores, Tehran university with 346 scores, Rajaei Shahid university with 296 and Azahra university with 271 scores placed in first to fifty grade.

Obtained results of pirson test about 9 assumption showed that there is not meaningful relation between leadership spyles and organizational elevation.

Eghbal in research considered scores of this area according to elevation criteria as performance measurement of human sources management area of Esfahan medical sciences university according EFQM elevation model.

He obtained scores by census method from their director and assistance, according to questionnaire process. He obtained scores 550 according to questionnaire method and 516 score according to performance method.

Hashempoor compared organizational elevation in general administration of physical education of Gilan and Mazandaran provinces according to EFQM organizational elevation model. Statistical society were all personnels of physical education administration of this 2 provinces. For this research was used standard questionnaire of 50 question of organization elevation. It is measurement scale was obtained 0/795. After doing research, he concluded that there is meaningful difference between 2 provinces and Gilan province condition except leadership criteria is the best among others.

He obtained elevation score 631 for Gilan province for leadership criteria, 64/28 scores, policy 61/55 scores, personnels 59/92 scores, partnership 67/64 scores, process 67/64 scores, partnership results 62/38 scores and key performance results 63/42 scores and in Mazandaran province for leadership criteria 65/43 scores, policy 57/89 scores, personnels 53/11 scores, partnership results 59/54 scores, personnels results 56/91, society results 63/53 scores, key performance results 62/38 was obtained.

Zanganeh considered relation between maker – ability and results in organizational elevation of Tehran football club in higher league of country. This research was performed by descriptive method and as field shape. In this research was evaluated 96 person of personnels and 6 personal of their clubs directors in 2006-2007. Research instrument was questionnaire consist of 50 question of EFQM model.

Organizational elevation that was estimated it is measurement score in Iran football clubs about 9/67 organizational elevation of football clubs was considered using EFQM model in 2 area. In maker-ability area first saipa clubs with 321/38 scores, saba clubs with 316/66 scores, peikans club with 266/35 scores, rahahan club with 248/19 scores, perspolis club with 233/57 scores and esteghlal clubs with 191/22 scores allocated to self first to sixth grade and in gender from organizational elevation. Saipa club with 567/75 score, first grade, saba Batrcy club with 533/46 score, second grade, peikans club with 487/34 score, third grade, rahahan club with 407/98 scores, forth grade, perspolis club with 372/33 score, fifth grade and esteghlal club with 324 score sixth grade allocated to self. About relation between results and maker-abilitys obtained results from pearson coefficient club showed that there is from meaningful relation between results and maker-abilitys.

Shafei in research found that influencing elevation culture on person perspective to elevation is inevitable that as elevation processes effects scale in Najafabad goal group according EFQM model. He obtained score of this group 366/75 after this research. He obtained for leadership criteria 36/07 score, policy 39/33 score, personnels 32/24 score, partnership 49/64 score, process 57/69 score, partnership results 42/78, personnels results 27/43 score, society results 39/53 and key performance results 48/04 score.

Vernidoo and Nabitez obtained following results for achieving to elevation dimensions in a Italian hospital in a self – evaluation according EFQM model:leadership (54+4/6), policy and strategy (57+4/5), personnels (57+4/2), sources and partnership (59+5/3), processes (47+3/2), partnership results (46+3/7), personnels results (22+3/4), society results (40+4/7), and key performance results (53+3/5) total score of this hospital was 425. From organizational elevation.

In research obtained organizational evaluation score 463/93 and for every criteria for leadership
Methodology:

Main purpose of this research is performance evaluation of general administration of Esfahan province according to EFQM model and comparing to desired state. Research method was used descriptive type and measurement method. Statistical society of this research consisted of all personnel of Esfahan province physical education that according obtained statistics from labour office of general administration of Esfahan province physical education were 221 person in 2011. Because statistical society consisted of directors and personnel, so was used random sampling.

According to Morgan scheme, for society 221 person was determined sample volume 132 person and this person allocate according to society unappropriate step for evaluating natural given distribution of smirnokolomogrov test and for considering variance homogeneity was used Levin test. Also average scores for organizational elevation 445/03 and for leadership criteria 40/95, policy 35/64, personnel 37/53, partnership 49/73, partnership results 78/36, personnel results 34/72, society results 36/26 and key performance results 67/81. For considering assumption and research finding analysis was used descriptive static including average and deviation of criteria and understanding statistic of difference signal t test and SPSS software for given analysis was used. SPSS18 software for collecting relevant data to adoption and reject of research assumption, was used measurement method and EFQM standard questionnaire and for permanent test was used keronbah Alpha coefficient that obtained r=0/885

Results:

Table 1: percent and elevation areas score of general administration of Esfahan physical education

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Desired statescore</th>
<th>Deviating criteria</th>
<th>Desired statescore according to percent of determined by organization</th>
<th>Percent in compares with defined desired state</th>
<th>Percent in compares with defined desired state</th>
<th>Average obtained score</th>
</tr>
</thead>
<tbody>
<tr>
<td>leadership</td>
<td>100</td>
<td>15/43</td>
<td>50</td>
<td>40/95%</td>
<td>81/9%</td>
<td>40/95%</td>
</tr>
<tr>
<td>Policy and strategy</td>
<td>80</td>
<td>13/04</td>
<td>40</td>
<td>44/55%</td>
<td>89/1%</td>
<td>35/64%</td>
</tr>
<tr>
<td>People</td>
<td>90</td>
<td>14/62</td>
<td>45</td>
<td>41/7%</td>
<td>83/4%</td>
<td>37/53%</td>
</tr>
<tr>
<td>Partnership and sources</td>
<td>90</td>
<td>13/81</td>
<td>45</td>
<td>55/26%</td>
<td>110/51%</td>
<td>49/73%</td>
</tr>
<tr>
<td>Process</td>
<td>140</td>
<td>21/53</td>
<td>70</td>
<td>46/86%</td>
<td>93/73%</td>
<td>65/61%</td>
</tr>
<tr>
<td>Partnership results</td>
<td>200</td>
<td>30/23</td>
<td>100</td>
<td>39/18%</td>
<td>78/36%</td>
<td>78/36%</td>
</tr>
<tr>
<td>Personnels results</td>
<td>90</td>
<td>16/11</td>
<td>45</td>
<td>57/92%</td>
<td>75/83%</td>
<td>34/12%</td>
</tr>
<tr>
<td>Society results</td>
<td>60</td>
<td>13/7</td>
<td>30</td>
<td>58/77%</td>
<td>117/53%</td>
<td>35/26%</td>
</tr>
<tr>
<td>Key performance results</td>
<td>150</td>
<td>22/60</td>
<td>75</td>
<td>45/21%</td>
<td>90/41%</td>
<td>67/81%</td>
</tr>
<tr>
<td>Total scores</td>
<td>1000</td>
<td>500</td>
<td>500</td>
<td>44/5%</td>
<td>90/98%</td>
<td>445%</td>
</tr>
<tr>
<td>Total scores of Maker-ability</td>
<td>500</td>
<td>250</td>
<td>250</td>
<td>94/22%</td>
<td>45/86%</td>
<td>229/45%</td>
</tr>
<tr>
<td>Total results area score</td>
<td>500</td>
<td>250</td>
<td>250</td>
<td>21/56%</td>
<td>36/22%</td>
<td>215/56%</td>
</tr>
<tr>
<td>Organizational elevation</td>
<td>1000</td>
<td>159/46</td>
<td>500</td>
<td>44/5%</td>
<td>89%</td>
<td>445/2%</td>
</tr>
</tbody>
</table>
In table 1 has presented percent and elevation areas score of general administration of Esfahan physical education in sampling.

Above table results show that highest obtained score is relevant to society results criteria and lowest obtained score is relevant to personnel results criteria and maker-ability area allocated 229/46 score to self and results area allocated 215/56 score to self.

Discussion and conclusion:

Performance evaluation result consist of following state in in comparing to numbers of similar research in other society and according to difference in performance evaluation method.

Koozechian research results determined best exercise committees performance of country weakly that is consistency with present research that this consistency show organizational elevation factors important in developing total purpose of organization under considering researcher.

KashiKhodadad research results showed that organizational elevation score in BeheshtyShahid university with 474 scores suited in Better state than general administration of Esfahan physical education and Tarbiatmoalem university with 365,Tehran university with 346 score, RajaeiShahid university with 296 score and Azahra university with 271 score suited in weaker state.

Eghbal obtained 576 score according to questionnaire method after performance evaluation in human resources management area of Esfahan medical sciences university according EFQM model that in comparing to present research suited in better condition that is due to organizational strengthen in policy and strategy area.

Hashempoor compared organizational elevation in Gilan and Mazandaran physical education administration obtained 631 for elevation score for Gilan and 575 for Mazandaran province that is suited better state in comparing with present research of this 2 province.presence of this difference is due to data collection method and changes in questionnaire score.

Zanganeh researches in considering organizational elevation of Tehran football club in country better league showed that organizational elevation is for saipa, club 567/75 and sababttry 533/46 score and peikan club 487/34 that are suited every 3 club in better state than general administration of Esfahan province.

Also Rahahan club Esteghhal with 324 score are suited lower state.

Shafiee obtained 366/15 score for organizational elevation in considering elevation process effects scale of NajafAbad goals industrial group that was suited lower level in comparing to present research that can be due to lower level of personnel education and person perspective type to organizational elevation. vernyr and Nabitez research result in considering organizational elevation in a Italian hospital according to EFQM model show that 425 score is suited lower grade in comparing with present research and cause of difference in organizations.

In research,as considering exercises quality in regional administration according EFQMmodel.obtained organizational elevation score 463/93 that is suited better grade than present research and because of this difference can be due to difference in leadership style and personnels perspective and structural difference in organizations.

Pekar,in research, obtained organizational elevation score in this university 521/6 as achieving EFQM model for self-evaluation in turkey Atatork university that is suited better grade than present research and cause of this difference is due to high personnels education and difference in evaluation environment.

Analysis of finding show that there is meaningful difference between present state score and organizational elevation desired state in general administration of physical education of Esfahan province according EFQM model.

Organizational elevation score show weaker results than desired state on basis 50%, But according to near to desired level,elevation in important necessary area can improve general administration of Esfahan physical education in elevation direction and elevation score of this criteria showed stronger results than desired state on basis 50%.

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