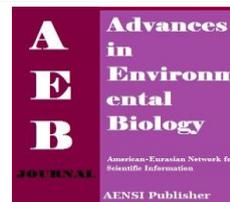




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A Comparison of the Willingness of Teamwork Among Physical Education Staff and Education Office Staff in Ardabil Province

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ABSTRACT

Teamwork reality today is undeniable necessity of utilizing human social nature Activities in all dimensions of the universe system, and especially the social economic system makes considered. The purpose of this study is A comparison of the willingness of teamwork among physical Education staff and education office staff in Ardabil Province. This is a descriptive study. The statistical society and sample is made up from staffs in the physical education department and education office of Ardabil. Sample was 197 people, which 65 were from employees of the Department of Physical Education and 132 from employees in the education office. Data collection tools consist of two questionnaires. The first questionnaire to measure personal characteristics, the original questionnaire study was the standard questionnaires on willingness to teamwork that measured the degree of willingness to teamwork. The validity of the questionnaire was 64%. Research data was analyzed by T-Test, ANOVA and regression tests at the level of 5%. According to the results there is no significant relationship in variables such as age, sex, educational level and years of service with the willingness of teamwork among physical Education staff and education office staff in Ardabil Province. according to the hypothesis there was significant relationship between willingness to teamwork in the physical education department and education office staff in Ardabil Province.

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INTRODUCTION

The growing needs and discovering new sources leads to the creation of new ideas and causes profound changes in human life. Therefore, due to the great need to the thinking tool i.e. the human thought, new methods of management were presented. Participatory management was appeared by relying on the creativity and dynamic staff's thought, and giving a sense of ownership, Respect for human dignity of employees, attention to their abilities in the workplace, creating suitable space for the talents and creativity, to make motivation and a sense of healthy competition among employees, mutually enhancing productivity in organizations, Improving office work, improving workplace, improve the quality of services and products, and ideas for new products (new services), Eliminate duplication, reduce costs and etc to make profit for the organization.

Since participation in the affairs of our nation's literature and religion, repeatedly has recommended. Valuing of teaching, particularly the teachings of Islam, Muslim participation in fulfilling the State's decision-making and the participation of the responsibilities and benefits has particular importance.

We should go into the course that instead of employing staff's intellectual and muscle power, by the collaboration and mutually productive and beneficial Linking at both the organizational and emotional dimensions try to Towards improving the quality and quantity of product, finally, the organization has attracted customers, we know God's consent through the human being consent.

Equally, man is the complex with many facets and unknown dimensions. He has also thinking of infinity; although in many cases do not have a way to place, but he can flaunt in all aspects of the creation by hypothesizing.

On the other hand, humans are the social and isolationist creatures that collaborate with hand in hand in order to meet their needs. This is not new debate and dates back to the creation of man.

For years, the group activities have attracted the attention of senior management in the successful organizations to themselves. In this regard, many analyses and articles regarding positive effects on these groups

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and necessity of the proper utilization of human resources as the most important factor of production and productivity has been written.

In the competitive world of today, success factor for socio-economic systems is choosing appropriate methods of leadership and continuous mechanisms improvement. One of the important methods of continuous improvement is mechanisms of leadership and promotion of human productivity and teamwork.

Nowadays, group activity is an undeniable reality and social nature of man, raises the necessity of using group activities in all aspects of the universe and especially economic, social systems. Most large companies successful to create synergy, creativity, innovation, customer orientation and etc have to use the coordinated and aligned teams. One of the main techniques to increase of human resources productivity is "team work". Nowadays the working center for all groups activities are national and international companies and organizations.

Many studies have done on the role of working groups in the organizations and the effects of other factors such as leadership, environment, technology, etc (5).

Pin and Whittaker consider the organizing of participatory team work in the organization in the following stages:

- * To identify the goals of the group to members.
- * Determine work procedures to achieve group goals.
- * Determine the duties of group members.
- * To specify how to cooperate, conflict resolution, decision making.
- * Reaching agreement on evaluation and to control group performance.
- * Five steps to investigate and resolve these deficiencies.
- * Convert the group into team.

Gokal suggests the following items in relation to the organizing of collaborative team work:

- Exact designation of tasks for groups and group members.
- Explain the structure of collaborative teamwork.
- * Distribution of guiding worksheets for training how to work personnel in the participatory manner.
- * Determination of acceptable behavior and to identify rules and regulations, in the process of collaborative teamwork approach, for example, listening when speaking group members, no accept comments without reflection, to regard times....

In the modern educational systems, children and young students in each class are divided into several groups. Each week, from each group doing research (academic or practical) will be asked. However, teamwork needs to the group cooperating to reach the desired outcome. Each week, the group's chairman and managing is given to one person. And others are required to implement the guidelines and suggestions. So every few weeks and each member of the group would experience management and the effect of raising the morale in this country in the future is undeniable.

One of the other programs of modern educational systems, to force students to do group an exercise that is except of the favorite sport, so much nurture the spirit of cooperation in them.

One reason for this shortcoming certainly from the perspective of someone in our community can be related to the individual personality and training.

In countries like Iran, with its own culture, Spirit of cooperation and harmony between people is very poor, and unconscious persons are not able to apply commands and programs to senior managers - but seem to be incorrect, and yet, after long years of growth and relative civilization and modernization of our country, we could not to make high sense of cooperation and empathy in our society body.

To prove the issue, we can point to the failure of our country group and team sports. With the least knowledge of the situation of our sport, we will see that our success in individual sports like wrestling and weightlifting, are more for team sports like soccer and volleyball.

Our society is faced with a shortage of people that unit can to take the optimal way to manage it, and if the people are educated and skilled, disaster is more. That does not mean that we only have a few macro managers, but when we are talking about management, anyone who is in a duo responsible for the practical implementation, is the manager.

In the countries with technology and technical knowledge, this problem is well suited for senior managers that progression speed is from down, not from high. And the individuals must to take the relevant and practical training and concluded from it.

According to statistics, Japan, with about 20 hours of training per month for employees is on top of the training, whereas the rate for Iran is about half an hour.

Our sociologists have recognized the pain in the Community, now it has come filling prescriptions for treatment of the great pain. We familiar the people with the teamwork in schools and universities, we must to foster the cooperation morale in favorable way and those who are gifted, they can take automatically trial and error methods , arises for small communities unconsciously, to achieve critical office stances through the

sufficient experiences. In this way, if the goal to obtain the wheat grain, the straw so comes in its side that is valuable.

Finally, it is necessary to have paid enough attention to the fact that our society graduates of elite professionals should provide such conditions.

If any student to start from himself through teamwork, and can destroy the weakness inherited from the past, we hope that When it came time for macro management of this generation, with proper planning, we witness in the context of the increasing need for our country in Iran. Hope for the day (4).

Research Methodology:

This is a descriptive study. And in research methodology rather than independent and dependent variables, categorical variables, age, gender, income, education, occupation and family size have been studied.

The statistical society and sample:

The statistical society and sample is made up from the official and non- official staff in the physical education department of Ardabil. Sample was selected randomly; Sample was 197 people, which 65 were from employees of the Department of Physical Education and 132 from employees in the education office.

Research tool:

Data collection tools consist of two questionnaires. The first questionnaire to measure personal characteristics, the original questionnaire study was the standard questionnaires on willingness to teamwork those 20 questions that measured the degree of willingness to teamwork. The validity of the questionnaire was 64%.

Method of collecting and analyzing data:

By referring to the city's Department of Physical Education and Education office in Khalkhal - Germe - Pars Abad - Hir - Namin and Ardebil, this questionnaire was distributed among employees, at the same time, it completed and collected. Research data was analyzed by T-Test, ANOVA and regression tests at the level of 5%.

Table 1: Demographic characteristics of education office and Physical Education staff in Ardabil Province:

percent	No	Statistical indicators	
8/2	18	female	gender
91/8	201	male	
35/27	86	20-35	age
47/49	104	35-45	
13/24	29	45-60	
14/2	31	single	Marital status
85/8	188	married	
19/6	43	No	Number of children
52/5	115	2	
23/2	51	3or 4	
4/6	10	More than5	
7/3	16	manager	occupation
92/7	203	employee	
2/3	5	Under diploma	Educational level
13/7	30	diploma	
23/3	51	High diploma	
50/7	111	B.A	
10/0	22	M.A and so	Years of service
17/4	38	less than5	
12/8	28	6-10	
15/5	34	11-15	
27/4	60	16-20	
20/1	44	21-25	
6/8	15	26 More than	
16/0	35	Physical education	Field of Study
84/0	184	others	

According to Table (2), given the significant level of F obtained by regression test, the null hypothesis is confirmed. So there is no significant relationship between age and willingness of staff to teamwork.

Table 2: The relationship between age and willingness to teamwork among Physical Education staff and education office staff in Ardabil Province:

sig	t	Standard deviation	Beta score	variable
0/315	-1/008	0/067	-./072	willingness to teamwork

In according to data in table (3), and according to the achieved t, and the observed significance level in the t-test, the null hypothesis is confirmed. So there is no significant difference in willingness to teamwork among male and female employees of the Department of Physical Education staff and education office in Ardebil Province. However, according to the obtained mean, willingness to teamwork among women is more than men.

Table 3: Comparison of willingness to teamwork among male and female employees in Department of Physical Education and the education office in Ardabil Province:

Sig	df	t	SD	Mean	No	group	variable
0/506	195	-0/666	8/13	53/47	181	male	willingness to teamwork
			7/00	54/87	16	female	

In according to data in table (4), and according to the obtained F grades, the observed significance level of the ANOVA test, the null hypothesis is confirmed. So there is no significant difference between education level and willingness to teamwork.

Table 4: To study relationship between educational level and willingness to teamwork among Physical Education staff and education office staff in Ardabil Province:

sig	f	Mean-square	Degrees of freedom	The sum of squares	willingness to teamwork
0/141	1/297	1/086	36	39/102	Intergroup
-	-	0/837	160	133/95	With group
-	-	-	196	173/096	total

In according to data in table (5), and according to the obtained F grades, the observed significance level of the ANOVA test, the null hypothesis is confirmed. So there is no significant difference between work experience and willing to teamwork.

Table 5: Comparison work experience and a willingness to teamwork among Physical Education staff and education office staff in Ardabil Province:

sig	f	Mean-square	Degrees of freedom	The sum of squares	willingness to teamwork
0/533	0/964	2/357	36	84/846	Intergroup
-	-	2/444	160	391/022	With group
-	-	-	196	475/868	total

In according to data in table (6), and according to observed significance level of the obtained T, the null hypothesis is rejected. There is significant difference between willing to teamwork of Physical Education staff and education office staff in Ardabil Province. Mean of willingness to teamwork among the education office staff is more. But this difference is not significant considerably.

Table 6: Comparison willingness to teamwork among Physical Education staff and education office staff in Ardabil Province:

sig	df	t	SD	Mean	No	group	variable
0/005	195	0/53	8/12	53/80	132	education office	willingness to teamwork
			7/92	53/15	65	Physical Education	

* It is significant at $P \leq 0.05$.

In according to data in table (7), and according to the obtained T, significance level in the observed T, the null hypothesis is rejected. There is significant difference willingness to teamwork among physical Education staff and education office staff in Ardabil Province. Mean of willingness to teamwork is more among education staff in cities of Hir - Khalkhal - Kosar - Bile Savar and germi. But among Department of Physical Education staff in Namin and Pars Abad cities willingness to teamwork was more.

Table 7: A comparison of the willingness to teamwork among physical Education staff and education office staff in Ardabil Province:

sig	df	t	SD	Mean	N	team	willingness to teamwork
0/064	12	2/04	6/59	53/27	11	education office	Hir
			9/81	43/67	3	physical Education	
0/028	44	1/22	6/25	54/18	39	education office	Khalkhal
			6/83	51/00	7	physical Education	
0/401	17	-0/861	8/82	53/00	13	education office	Namin
			12/92	57/33	6	physical Education	
0/897	24	0/131	8/74	54/33	24	education office	Kosar
			4/95	53/50	2	physical Education	
0/033	12	1/097	6/14	54/50	12	education office	Bile savar
			3/53	49/50	2	physical Education	
0/610	18	-0/519	7/50	54/92	13	education office	Pars Abad
			8/78	56/86	7	physical Education	
0/957	22	0/054	12/22	52/10	20	education office	Germi
			8/62	51/75	4	physical Education	

* It is significant at $P \leq 0.05$.

Discussion:

According to the results of hypotheses 1 to 4 was observed that there is no significant relationship in variables such as age, sex, educational level and years of service with the willingness of teamwork among physical Education staff and education office staff in Ardabil Province.

In hypothesis 5, there was significant relationship between willingness to teamwork in the physical education department and education office staff in Ardabil Province. Mean of willingness to teamwork among education office staff was more. In according to the hypothesis 6 was determined that mean of willingness to teamwork among education office staff in cities of Hir - Khalkhal - Kosar - Bile Savar and germi was more. But willingness to teamwork among Physical Education staff in cities of Pars Abad and Namin is more than education office staff.

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