

Relationship Between Managers` Skills and the Effectiveness of Intramural in Islamic Azad University in District 8-Tehran, Iran

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Abstract

The purpose of this study was to determine the relationship between the three managerial skills (cognitive, technical and human) with the effectiveness of intramural activities in Islamic Azad university in district 8-Iran. The research was descriptive- correlation method. Also, equal sample size and statistical population included 26 managers from all intramural departments in academic year 2009-10. Measurement tool in the study involved two surveys: the management skills and effectiveness. To measure and analyze data ,we used descriptive and inferential statistics, independent t-test, Pearson correlation and path analysis. The results showed increasing conceptual and human skills would end up with effective intramural activities. But there was no significant relationship between managers` technical skills and the effectiveness of intramural activities Key words: effectiveness, intramural, conceptual skills, technical skills, human skills

Introduction

Many studies have been done in the field of organization and sports management make it clear that the sports organization need useful and effective managers having the required managerial skills. Robert Katz groups managerial skills as conceptual, technical and human .

Hence, skills of managers mentioned above involve correct processing of data and understanding (conceptual skills), use of technology (technical skills) and work with humans (human skills) to effectively achieve the intramural goals of physical education departments at universities (effectiveness) .

So, we wanted to consider this question what was relationship between managers`skills and the effectiveness of intramural in Islamic Azad university in district 8.

Methods

The study population included all administrators in intramural offices in Islamic Azad university in district 8 (26) that all were selected as the sample size.

Research method was descriptive and correlation. We applied Pearson correlation, ANOVA and T test for independent groups, path analysis for data analysis.

Data collection instruments

Two surveys have been used as follows:

- *Questionnaire number one*: to assess managerial skills (Shaun et al.(2003)) with a reliability factor of 0.86 .
- *Questionnaire number two*: to measure the effectiveness of intramural programs dealt with 35 questions and was based on measuring the effectiveness of the social system developed by Parsons with the reliability factor of 0.85 .

Results

Table 1 ,The relationship between three management skills and the effectiveness of intramural activities

Variables	Mean	S.D	The correlation coefficient	Sig.
Conceptual skills Effectiveness	26.49	4.28		
	88.25	12.69	0.39	0.001
Technical skills Effectiveness	39.24	5.8		
	87.22	12.19	0.16	0.12
Human skills Effectiveness	25.68	4.79		
	87.21	11.49	0.412	0.001

The results showed increasing conceptual and human skills would end up with effective intramural activities. But there was no significant relationship between managers` technical skills and the effectiveness of intramural activities.

The results also showed that sporting history and related education of the intramural managers can create significant role in the effectiveness of the organization.

Discussion and conclusions

The aim of the study was to consider the relationship between the three managerial skills with the effectiveness of intramural activities in Islamic Azad university in district 8. The second objective was, also, to investigate the management history and their education variables effect on the effectiveness of the management .

The results showed increasing conceptual and human skills would end up with effective intramural activities. But there was no significant relationship between managers` technical skills and the effectiveness of intramural activities..

John Bale (2002) believes that the intramural management in universities are supposed to learn managerial skills through training courses including knowledge, techniques and methods of planning, budgeting, controlling and accounting. On the other hand, due to their specificity, intramural activities require specialized nature of managerial expertise and knowledge .

Results in terms of lack of significant relationship between managers `effectiveness with technical skills are consistent with the results of Adams (2004), Norton (1988) Pertz (1989) .

Consequently, it is suggested managers to identify their work environment, the interrelationships between various working elements, and set the priorities and have the remarkable conceptual skills.

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