

The Relationship between leadership styles of coaches with self-determination and burn-out of the Iranian elite female Volleyball players

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Abstract

The main objective of this study was to investigate the relationship between leadership styles of coaches with self-determination and burnout of the Iranian elite female Volleyball players .It was survey research and field study. The statistical population used in this study was all female volleyball players in Volleyball Iran League in 2010 including 144 players in 12 teams. The study sample was statistically equal to statistical population. The questionnaire included three scales measuring leadership in sports (LSS), self-determination questionnaire (SMS) and burnout analysis of questionnaire (ABQ). In order to organize and summarize, and classify the raw scores, we used descriptive statistics and multivariate regression was used to investigate the relationship between variables. The research findings showed that leadership styles of coaches was significantly related to self-determination and burnout of the players ($p<0.05$). So the coaches of sports teams are recommended to prevent burnout and the negative impact of these factors on players' athletic performance and motivation through a proper communication and creating opportunities for players participating in the initiative development and the decision making processes.

Key words: Leadership style, self-determination, burnout, Iran

Introduction

In Several researches, coaches have been introduced as team leaders (Chelladurai & Saleh, 1980, Case, 1984). Case (1984) regards coaches as the vital component of human resources in the sport. Hence, the behavior of the coach and his coaching style has an important role in team performance and success. So one of the most important tasks of the coach as a leader is to motivate the athletes toward accomplishment of objectives of their sports teams (Hagger &

Chatzisarantis,(2007). Hollembeak`s studies(2005) showed that leadership style of coaches in college athletes is directly related to self-determination and independence of the players. . Also, Edmund et al (2008) reported a significant and positive impact of coaches` behavior specially their supportive behavior on the athletes` performance. In fact, coaches with appropriate coaching style build up competence and self-determination in athletes to accomplish success (Deci & Ryan, 2000). Liggio and Power (2006) showed that the coach can motivate players through effective communication, mutual respect, and participation in decision making and creating a sense of independence. The coach should be able to analyze the interaction of the coach - athlete (Mann, 2009). The importance of this impact in terms of athletic performance and prevention of burnout for many athletes is entirely understandable. Sport psychology professionals define burnout as a mental disorder that sometimes happens to athletes (Lonsdal, Hodge & Rose, 2009). Deci and Ryan (2000) and Harris (2005) have shown an appropriate leadership style prevents athletes` burnout. The coaches are always looking to discover the fact that an athlete is extremely talented and intelligent, though not motivated to continue to exercise? , or Why they suddenly leave the team? Thus the division between the various types and styles of leadership by the most appropriate and most effective way is of great value, and this requires research and finding the relationship between variables. Kalaja et al (2009) examined the relationship between Motivational climate and self-determination in physical education classes. The results of this study showed Motivational mastery climate led to more self-determination. Player (2010) in a study considered the effect of Motivational climate created by coaches on the self-determination of young women athletes. He observed a significantly positive effect of motivation mastery on Motivational self-determination of those women. Overall, the general factors that can be more effective in mobilizing the self-determination is very important.

So the main question of this study is what is the relationship between the leadership styles of coaches with players` self-determination and burnout?

Methodology

Given the fact that this study analyzes the relationship between burnout and self-motivated leadership style coaches with elite female volleyball players, so the research is descriptive and correlation and field study. The statistical population used in this study was all female volleyball players in Volleyball Iran League in 2010 including 144 players in 12 teams. The study sample was statistically equal to statistical population. The questionnaire included three scales measuring leadership in sports (LSS), self-determination questionnaire (SMS) and burnout analysis of questionnaire (ABQ). In order to organize and summarize and classify the raw scores, we used descriptive statistics and multivariate regression was used to investigate the relationship between variables.

Research results and findings

Based on the results of multiple regressions, it was noted that there was a positive relationship between leadership behavior "Instruction and Training "and "democratic" and a significantly negative relationship between "authoritative" and "intrinsic motivation"($p < 0.05$). Thus, increasing "Instruction and Training" and "democratic" behavior maximizes "intrinsic motivation", while the behavior of the "authoritative reduces "intrinsic motivation".

Table 1: Multivariate regression coefficients for the prediction of "intrinsic motivation" through "leadership styles"

Predictor variables of	F	Sig	B	Beta coefficient	t	Sig
Training & Instruction	8.74	0.001	0.45	0.35	3.78	0.001
Positive feedback			0.01	0.01	0.02	0.977
Democratic behavior			0.56	0.21	2.26	0.025
Social support			0.34	0.10	1.14	0.256
Authoritative behavior			-0.97	-0.34	-3.13	0.002

Based on the results of multiple regression, it was noted that there was a negative relationship between leadership behavior -"instruction and training" and "democratic"- and "extrinsic motivation" .Also, there was a significant and positive relationship between leadership behavior "authoritative" and "extrinsic motivation"($p < 0.05$). Thus, an increase in "training" and "democratic" decreases "extrinsic motivation", whereas increasing "autocratic behavior" also increases "extrinsic motivation".

elbaT 2: Multivariate regression coefficients for the prediction of "extrinsic incentives" through "leadership styles"

Predictor variables	F	Sig	B	Beta coefficient	t	Sig
Training & Instruction	7.36	0.001	-0.54	-0.26	-2.83	0.005
Positive feedback			-0.20	-0.07	-0.79	0.400
Democratic behavior			-1.71	-0.41	-4.27	0.001
Social support			0.04	0.01	0.09	0.928
Authoritative behavior			1.37	0.22	2.73	0.007

Based on the results of multiple regressions, it was noted that there was a negative and significant relationship between leadership behavior -"social support" and "democratic" -and "Devaluation"(p<0.05). Thus, increasing the behavior of "authoritative," also increased "Devaluation", while increasing the behavior of "social support" and "democratic" decreases "Devaluation".

elbaT 3:Multivariate regression coefficients for predicting "notiaulaved" through "leadership styles"

Predictor variables	F	Sig	B	Beta coefficient	t	Sig
Training & Instruction	8.39	0.001	-0.06	-0.07	-0.80	0.421
Positive feedback			-0.04	-0.03	-0.35	0.720
Democratic behavior			-0.42	-0.23	-2.48	0.014
Social support			-0.51	-0.22	-2.52	0.013
Authoritative behavior			1.01	0.37	4.68	0.001

According to the multivariate regression coefficients obtained, there is a significant positive relationship between leadership behaviors "authoritative" and "burn out" and a significant negative correlation between the "instruction and training" with "burnout"(p<0.05). Thus, increasing "autocratic behavior" also increases "burnout" and increasing "Instruction and Training lowers "burnout ".

Table 4: Multivariate regression coefficients for the prediction of "burnout" through "leadership styles"

Predictor variables	F	Sig	B	Beta coefficient	t	Sig
Training & Instruction	4.23	0.001	-0.16	-0.18	-1.81	0.072
Positive feedback			-0.04	-0.03	-0.30	0.762
Democratic behavior			-0.16	-0.09	-0.87	0.381
Social support			-0.23	-0.10	-1.06	0.290
Authoritative behavior			0.50	0.18	2.15	0.033

The multiple regression coefficients show a significant positive relationship between the "extrinsic motivation" and "Devaluation" with the "burnout "(p<0.05). Thus, increasing "extrinsic motivation" and "Devaluation" also increases "burn out"

Conclusion

This study investigated the relationship between leadership styles of coaches with elite female volleyball burnout analysis of motivation and self-determination in Iran. The research findings showed that there was a significant relationship between the leadership styles of coaches with self-determination and burnout of the players. Also, the results showed that the leadership behavior of coaches including instruction, democratic behavior and autocratic behavior had a significant relationship with the athlete's self-determination. These findings are consistent with those Sarrazin et al (2002), Mageau, (2003) and Hollembek (2005). Also, Edmund et al (2006), Lavoie and Power (2006) and Boucher (2006) indicated a significant relationship between leadership behaviors and motivation of the athletes. Keegan, et al (2008) established that coaches had the most influence on their players` intrinsic motivation and instruction.

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