FACTORS INFLUENCING THE MOTIVATION OF NATIONAL LEVEL VOLLEYBALL COACHES IN SRI LANKA.

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ABSTRACT

This study was investigated the factors influencing the motivation of National level Volleyball coaches in Sri Lanka. This study was undertaken by focusing on the matters that were recognized from the National Volleyball tournaments which were held in the last five years and through the records of the Sri Lanka Volleyball Federation.

A quantitative research approach was used to achieve the research objectives. This research consists of four different objectives. A questionnaire survey was carried out to strengthen the findings and amassed from 46 National level Volleyball coaches which were in the last five years by using a total population sampling method. The questionnaire consists of 56 items with three subsections as demographic questions, motivational factors and coach motivation. The design model was analyzed by coefficients to accentuate the provision which is independent variables such as, remuneration, training and education and adequate facilities with standard equipment were prescient the dependent variable of coach motivation with the proposed model. The study has provided conclusions after wearing out detail scientific analyses of data using IBM SPSS statistical tool. Widen a hypothetical variant and to formulate hypotheses of the study were identified to achieving the research objectives.

The result has shown that, 91.30% male and 8.7% were female in the respective sample. 28.26% of coaches has represented from 40-44 and 45-49 age categories in the entire sample. Based on the findings, all the hypotheses were accepted including remuneration, education/training and facilities/equipment impact on coach motivation of National level Volleyball coaches in Sri Lanka. This study provided valid and important facts to be implemented by the Sri Lanka Volleyball Federation, Volleyball coaches association and main stakeholders to the development of the National game and also other games in Sri Lanka. This study is helpful in bridging the knowledge gap of the respective research area.
Key Words: Adequate Facilities, Motivation, National level Volleyball coaches, Remuneration, Training and Education

1. INTRODUCTION

Motivation is something may coaches’ talk about. Training has become increasingly important in recent years. A major expectation for policymakers is an adequate supply of qualified coaches who are available to promote participation and upgrade standards in the sport (Marcone, 2017). In this specific situation, it is a legitimate concern to enquire about recruitment practices and the motivations of those who become or may become coaches (Okoro, Nayawo, Mohammed, & Musa, 2016). The concept of motivation is derived from the Latin language “movere” which means to move (Lorber, Treven, & Mumel, 2016). The word motivation gets its origin from the root word “motive” meaning the reason we do and what we do, which are desirable to attain certain goals. It is accepted that the more grounded these longing are available in an individual the more prominent will be the exertion towards accomplishing the objectives (Eccles & Wigfield, 2002).

Volleyball was invented by Mr. William G. Morgan in 1895 and he named this sport as "mintonette", but it did not become an Olympic sport until 1964. Many countries in the world are associated with the game of volleyball. Sri Lanka is unbelievable for an assortment of sports. Anyway "Volleyball" is the national game in Sri Lanka. "Sri Lanka Volleyball Federation" is the primary administering edge of the national game. The alliance was shaped in 1951 as a sports organization. And it also under the international governing body of “Federation of International Volleyball” formed in 1947 (Jayalath & Madhushani). The sport has been popular in many schools around the world and at various levels since 1991. The year of 1991 is the time where the volleyball game was declared as the National Game of Sri Lanka with the approval of C. Nanda Mathew, and then Minister of Sports based on a proposal brought by a Sub-Committee under the chairmanship of Dr. Vini Witharana (http://sportsinfo.lk).

For the coach to perform well there must be something inside just as outside them which energizes and pushes them to introduce the best of their capacity. These extrinsic motivations and extrinsic motivation satisfy the coaches each time with what they are doing. It gives them unique vitality, a sentiment of satisfaction, warmth and ability to work to their most elevated level of execution and greatness (Vallerand & Losier, 1999) Coaches pro-mote athlete success both within and outside of sport through their interpersonal behaviors and their coaching styles.

Coaches play a major role in shaping the sport environment for young athlete. As indicated by the miller (1947) a coach sometimes becomes an educator and instructor in an after school sports program, as the entertainer is learning as once or the other, regardless of how exceptionally talented. Coach is somebody who had some expertise especially sports and so is designated to assume responsibility for the games in the foundation or an establishment. Coaches are in this manner, discovered working in secondary schools, teachers colleges, technical colleges and universities, sports
councils just as in sports gatherings, commissions and clubs (Okoro et al., 2016).

Fruitful utilization of motivation procedures by any game chairman relies on his insight into factors that influence motivation, comprehension of systems to thought process coach and the overall adequacy of every one of them in motivating individuals.

The provision of coaching relies substantially on the goodwill, dedication and expertise of a voluntary work-force. Both the time invested and the high standards maintained by these volunteer coaches are of exceptional importance for sport in Scotland. In order to maintain and increase this valuable contribution, a clear understanding of the factors influencing the motivations of coaches in undertaking this work is needed (Mahony, Nakazawa, Funk, James, & Gladden, 2002).

1.2 AIM

- To investigate the factors influencing the motivation of National level Volleyball coaches in Sri Lanka.

1.3 OBJECTIVES

In pursuit of above aim, subsequent objectives are formed as follows,
- To identify the influence of remuneration to the motivation of coaches.
- To identify the influence of training and education to the motivation of coaches.
- To identify the influence of adequate facilities with standard equipment to the motivation of coaches.

Motivation for coaching.

There has been significant exploration depicting manners of thinking in preparing in North American (Sage, Sharkey, & Seemann, 1989), English O'Connor & Bennie, 2006 and Australian settings. A cognizance of such expectations such may help sports relationship in making frameworks to hold youth sport mentors. Equivalent points of view were perceived among these social events, regardless of the changed case of master, ace youth, optional school and volunteer tutors. In North America, the hankering to mentor was gotten from singular traits and experiences inside the game, excitement for working with adolescents and expecting to remain related with sport in some breaking point (Sage et al., 1989). correspondingly, Walsh (2004) noted that interest in sport, as a contender and need to keep up commitment in the game where the fundamental purposes behind beginning preparing in Australia, furthermore, family incorporation in the game; clutching offer something back to the game and a scholarly foundation relating to brandish influenced a tutor's decision to being instructing (Kubayi, Coopoo, & Morris-Eyton, 2016).

Remuneration

There are lots of assessment about the centrality of offer with appreciation to execution, motivation and satisfaction. Some express that helps in pay the specialist execution, others found that pay is harming for improvement and common motivation. Exploring most endeavors, regardless, pay for execution plans and the overall set up of portion
plans seem to help the speculation that money convinces people. Loads of time and money have been spent on finding the right arrangement that will make laborers perform better, interface more and be progressively satisfied (Singh & Loncar, 2010) driven a Meta assessment, contemplating the greatest proportion of the investigation on pay and its association with work satisfaction. What they found is that pay level is simply to some degree related to work satisfaction and a more huge pay level doesn't generally provoke more conspicuous business satisfaction. In addition, (Williams, McDaniel, & Nguyen, 2006) discovered that pay level satisfaction simply little influences execution, examining the significance and practicality of pay for execution plots all things considered. Pay for execution's effect on motivation of agents was examined by (Marsden & Richardson, 1994) and was seen as preferably demotivating over spurring.

Training and education
As per the examination of "The Effect of a Standardized Coaching Education Program on the Efficacy of Novice Coaches" reviewed the effect of the National Coaching Certification Program's (NCCP) fundamental speculation preparing class on the training sufficiency of male and female individuals. 200 and thirteen tutors (120 male, 93 female) completed the Coaching Efficacy Scale when the course. There was a basic addition on four sureness subscales - inspiration, framework, procedure, and character building. Females were generally surer than folks with respect to character fabricating and pushing their rivals. The results offer assistance for the theoretical wellsprings of preparing feasibility and the NCCP's Level One Theory course (Campbell & Sullivan, 2005).

Adequate facilities with standard equipment
The effect of offices and gear on the accomplishment of mentors in Nigerian college’s research examines that find the impact of workplaces and equipment on the achievement of Coaches in Nigerian Universities. The quantity of occupants in this examination contains coaches, directors and contenders from the first universities. A review was prepared which were endorsed by four experts from the Departments of Public Administration and Physical and Health Education of Ahmadu Bello University, Zaria. The model was drawn from the 52 people from Nigerian Universities Games Association (NUGA). The real strategies used for this examination was; repeat and rates to choose the portion traits of respondents while various relationship was used to choose the interrelationship between the variables, and Pearson Product Moment Correlation was used to interface the various elements for the assessment. The disclosures of the examination revealed; that there was no basic association among workplaces and apparatus on the achievement of tutors in Nigerian Universities The assessment recommended that University the board should set aside one night as a free talk day to engage understudies to have opportunity to get ready and repeat as articulated by National Universities Commission. Adequate workplaces and equipment should be given to redesigning the introduction of guides and rivals in Nigerian Universities (Ali, 2001).

III. RESULTS AND FINDINGS
The primary intent of this study is to investigate the factors influencing the motivation of National level Volleyball coaches in Sri Lanka. Specifically, this study investigates the relationship between coach motivation and factors (remuneration, training and education and adequate facilities with standard equipment).

Procedure

![Figure 1. Procedure](image-url)
In conceptualizing the study, a researcher attempted to build a relationship between key variables remuneration, training and education, adequate facilities with standard equipment (independent variables) and the coach motivation (dependent variables) in national level volleyball coaches in Sri Lanka.

**The study population**
The population of the research can be considered as the National level Volleyball coaches in Sri Lanka.

**Sample**
The sample were selected in 46 National Volleyball coaches (N=46) who have been in the last five years.

**Analysis of Questionnaire**
The purpose of conducting the questionnaire was to assess the applicability of the literature review findings to Sri Lankan context while determining the best path to proceed to achieve the research aim. This section of the study reports the findings of the analysis and discussion of data collected. Reliability and Validity are components which verify the quality in research.

**Reliability Test**

<table>
<thead>
<tr>
<th>N</th>
<th>%</th>
<th>Cronbach’s Alpha</th>
<th>No: of Variables</th>
</tr>
</thead>
<tbody>
<tr>
<td>46</td>
<td>100</td>
<td>0.948</td>
<td>47</td>
</tr>
</tbody>
</table>

*Source: output from SPSS*

In the current investigation reliability coefficient of 0.948 which was above in the suggested level. It
was directed on each of the 47 items. In this study, in any case, accomplished a significant response rate. Consequently, it tends to be finished up as the study build has satisfactory reliability to proceed with data analysis and draw conclusions, formulate theories, or make claims about the generalizability of a study.

Validity Test
Table 2: Validity Test Results

<table>
<thead>
<tr>
<th>Variable</th>
<th>KMO (Kaiser-Meyer-Olkin) and Bartlett’s Test Measure of Sampling Adequacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Remuneration</td>
<td>0.616</td>
</tr>
<tr>
<td>Education/training</td>
<td>0.515</td>
</tr>
<tr>
<td>Facilities/equipment</td>
<td>0.486</td>
</tr>
<tr>
<td>Coach motivation</td>
<td>0.905</td>
</tr>
</tbody>
</table>

Source: output from SPSS

According to the KMO and Bartlett test values it can be concluded that sampling adequacy is higher in selected variables. As all variables show more than recommended level value in results.

Correlation Analysis
Table 3: Correlation of Service Quality and Service Satisfaction

<table>
<thead>
<tr>
<th>Sample</th>
<th>Pearson Correlation Coefficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Remuneration</td>
<td>0.773**</td>
</tr>
<tr>
<td>Training/education</td>
<td>0.460**</td>
</tr>
<tr>
<td>Facilities/equipment</td>
<td>0.944****</td>
</tr>
</tbody>
</table>

Source: output from SPSS

In the study it takes National level Volleyball coaches as main stakeholders of this research. The results indicate that there is a relationship between dependent variable and independent variables. Correlation is significant at the 0.01 level.

- Coaches Pearson Correlation Coefficient is 0.773**. According to that, the correlation between Remuneration and coach Motivation, shows that the strong positive relationship.

<table>
<thead>
<tr>
<th>Variable</th>
<th>VIF</th>
<th>Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Remuneration</td>
<td>2.082</td>
<td>There is no multicollinearity situation</td>
</tr>
<tr>
<td>Training/education</td>
<td>1.486</td>
<td>There is no multicollinearity situation</td>
</tr>
<tr>
<td>Facilities/equipment</td>
<td>1.507</td>
<td>There is no multicollinearity situation</td>
</tr>
</tbody>
</table>

Multicollinearity test
Table 4. Multicollinearity test

Source: output from SPSS

In here our test is if VIF value greater than 10 we can conclude that there is a multicollinearity situation. In here even a one value is not exceed 10. Therefore, we can conclude that there is no any multicollinearity situation. None of the explanatory variable was eliminated.

Bivariate Analysis
Table 5. Bivariate Analysis

Source: output from SPSS

In the study it takes National level Volleyball coaches as main stakeholders of this research. The results indicate that there is a relationship between dependent variable and independent variables. Correlation is significant at the 0.01 level.

- Coaches Pearson Correlation Coefficient is 0.773**. According to that, the correlation between Remuneration and coach Motivation, shows that the strong positive relationship.
In here all the variables are related to the coach motivation. Highest coefficient is belonging to the Facilities/equipment and Coach Motivation (0.944). And Remuneration and Coach Motivation is the next high correlation (0.773). And also, Education/training and Coach Motivation is the weak correlation (0.460) among these three Motivational factors. According to these relationships, all the relationships are positive relationships. In other words, all these three factors are positively related with the coach Motivation.

Regression Analysis
Interpret the R (Correlation Coefficient) between two variables.

R square – Amount of change independent Variable. It should be needed to check the R square of the model for the goodness of it.

Table 6. Model Summary Table

<table>
<thead>
<tr>
<th>Independent variable</th>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Standard error of estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Remuneration</td>
<td>1</td>
<td>0.773a</td>
<td>0.598</td>
<td>0.589</td>
<td>0.28563</td>
</tr>
<tr>
<td>Education/training</td>
<td>1</td>
<td>0.460a</td>
<td>0.211</td>
<td>0.193</td>
<td>0.39990</td>
</tr>
<tr>
<td>Facilities/equipment</td>
<td>1</td>
<td>0.944a</td>
<td>0.891</td>
<td>0.888</td>
<td>0.14871</td>
</tr>
</tbody>
</table>

Source: Output from SPSS

According to the regression analysis the R square was recorded in Remuneration, Education/training and Facilities/equipment. The results of that are recorded as 59.8%, 21.1%, and 89.1% respectively. Considering the value of the R square it can be concluded that the independent variable is explained in Remuneration 59.8% by the selected independent variables in the model. Education/training is explain 21.1% of independent variables. And when consider Facilities/equipment it explained 89.1% of the independent variable.

IV. CONCLUSION

To conclude this study, research aim and objectives have been met precisely. The empirical evidence revealed that remuneration, education/training and adequate facilities with the standard equipment are a factor for motivation to the Sri Lankan sports industry. Therefore, there are barriers and challenges and also most of the advantages of implementing these motivational factors to the Sri Lankan sports industry. Provided recommendations in the previous chapter could be used in order to mitigate and eliminate barriers and challenges of National level sports coaching in Sri Lanka. A systematic framework had provided guidance to the sports coaches and also organizers and experts of the sports industry to motivation. Based on these result and in view of the limitation of this study it was concluded that remuneration, training and education and also the availability of standard facilities and equipment should be identified in order to influence the motivation of sports coaches in the National level Volleyball coaches in Sri Lanka. Based on this conclusion, therefore, it is recommended that effort should be made by management to ensure that remuneration necessary for sports coaches available, give enough remuneration and at the right time. Also, in good time provision of grant schemes, scholarship, general promotion of coaching, FIVB coaching exams provide with good knowledge, give the knowledge about foreign training and educational courses to the coaches and a comprehensive education system are essential but efforts should also be created and supported a positive working environment for coaches must be a long term priority. Administrators should also make plans to assist targeted coaches particularly to attend
refresher courses, conferences, seminars to update their knowledge on the coaching profession. Adequate facilities and equipment are very essential for sports coaches because they can increase the performance level of coaches and it will be helpful for an increase of Motivation level.

The current study thoroughly studied about the factors influencing the motivation of national level volleyball coaches in Sri Lanka.

While carrying out this study, the scholar identified the certain researchable areas with admire to the coach motivation in a sport context. The scholar, mainly targeted on the relationship between remuneration, training and education and adequate facilities with standard equipment. When considering the dimensions which were included in these factors are limited. Only few factors were studied.

Other factors concerning to said researchable region were barred from this research. The accompanying recommendations are made for future researchers who want to complete investigations in regard of this particular field in a sports context.

REFERENCES

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