

Original research article

MOTIVATIONAL CHARACTERISTICS OF KARATE COACHES

UDC 796.85.015:316.628

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Abstract. *Karate as a modern sport is characterized by almost all the identified aspects of human motivation, given that the entire activity takes place within direct social contacts between individuals and groups. The presence of certain types of motives in karate coaches has a special importance because, for the successful performance of this role, regardless of the organizational level and/or the success of a sports organization where they work, they must possess a strong desire to achieve success. Starting from the idea that each individual in the sports personnel, whether a trainer or an athlete, must evaluate how his performance is treated and establish a system of self-evaluation of how much it is worth to be involved, we come to the guideline that the relationship between certain motives that are prevalent in the structure of their motivation is determined by mutual interaction. In line with this, the aim of this study was focused on determining the basic motivational characteristics that determine the work engagement of coaches working in karate organizations on the territory of the AP (autonomous province) of Vojvodina. Based on the research results the structure of motivation of karate coaches in the manifest and latent space was identified, with four latent factors of motivation. The most dominant drivers for the engagement of coaches in karate organizations, above all, were the needs for personal improvement which are reflected through the existence of motives of health, achievement and self-actualization.*

Key words: *motivation, karate, coaches.*

INTRODUCTION

Motivation is a very complex process that often manifests the character of variability so it must be seen in the light of those value criteria that are dominant in a given society, and therefore in the activities that take place in it, where sport certainly has an important place (Dunderović, 1996). Karate as an integral part of sports activities is certainly sub-

Received July 10, 2013 / Accepted September 12, 2013

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ject to the social changes which are taking place faster and more dynamically in our society as well. The activity in sport karate, as well as any other sphere of human engagement, is characterized by the processes of direct human work. The structure of sport karate activities consists of three main stratum that form its sociological determinant: 1) the people - as the bearers of a sports activity; 2) the elements of the activity; 3) the terms and conditions of organizing.

Motivation in sport karate is the driving force that significantly causes the behavior of all the actors, both athletes and other also important and necessary factors that influence the outcome of the activity. Motivation has a direct impact on the effects of sports activities that are embodied in a sports result. The entire system of running karate clubs is focused on the motivation of personnel potential that is responsible for the implementation of the set goals (Nešić, 2006).

The study of motivation of the mentioned human potential and its impact on work engagement in sport karate activity implies an analysis of a number of aspects that are relevant for the behavior of coaches and managers of clubs in the sphere of their activities related to sport karate. In other words, the motivational determinants can be regarded as an interest for the specific work motivation, i.e. factors that organize, direct and determine the duration of their work activities in karate clubs. Viewed from the general aspect of sports management, it is fair to say that motivation and management in sport karate are two inseparable concepts, where the approach to the motivation, the method of motivating individuals and the structure of motivation space may represent a benchmark for the quality and level of organization of the management itself, as well as its dominant influence in the achievement of organizational goals (Nešić, 2005a). Understanding motivation and the detection of some of its aspects can serve as an important tool for understanding the behavior in karate organizations, for predicting the effects of specific management actions, as well as to guide the behavior of individuals or groups towards achieving better organizational and individual goals.

In the study of processes and phenomena in sport, especially those related to the person (athletes, coaches, spectators, etc...), it is very often necessary to determine the relationships between personality structure and certain properties of sports activity. Bearing in mind that the karate coaches themselves, in most cases, were active athletes and participated in all the processes of sport activities, the question of determining the relationship between personality structure and basic properties of sports activities through consideration of those motivational factors that drive a person (coach) to the activity arises. One of the important roles of motivation in coaches lies in the realization of the capabilities of motivational 'training leadership', which guides and shapes the behavior of athletes and 'awakens' the structural components of their motivation (Biddle, 1993). Because, it is known that human activities, including sport, are determined by different levels of regulation, as well as the complex mechanisms of psycho-physiological functions of the body. A variety of psychological aspects and phenomena in sports activities can be explained by the character of their specific effect on the internal (physiological) processes in their direct actors. So this 'intimate relationship' between psychological and physiological factors forms the psycho-physiological state of a person (Iljin, 2000) - in this case, of karate coaches and their athletes.

Theoretical concepts in psychology agree that all human motives can be classified into three groups: biological, psychological and social (Lazarević, 1981, 59; Bahtijarević-Šiber, 1999; Dunderovic 2004; Rot 2008). On the basis of consideration, an approach that

emphasizes the uniqueness and totality of a personality, as well as the entirety of her life must be taken into account. In this environment, the psychological structure of motivation of karate coaches can be based on: general and specific motives; authentic and quasi motives; and durable and situational motives (Rheinberg, 2004). This classification also applies to all the important psychological dimensions of identified motivation space of entities, as a driver for an activity, which directs it in a certain direction, that is, conditions its duration and intensity. The dimensions determined this way are conditioned by certain criteria that are set by a sports activity with its social conditionality and contextual specificity, both before each athlete and their coaches (Dunderovic, 1996).

The problem set before this study was considered in this physical and existential atmosphere, and it was related to the determination of basic motivational aspects of the work of karate coaches on the territory of the AP of Vojvodina.

THE METHOD

As part of a wider research conducted on the territory of Vojvodina (Nešić, 2006), the subject of which were the study and identification of motivational dispositions that significantly affect work engagement of coaches and other management personnel in karate, one of the segments was applied to the determination of motivational structure in the manifest and latent space.

The sample of participants had a deliberate character, given that the selected karate clubs belong to a conceptual structure of WKF karate from the territory of the AP of Vojvodina and is taken from a population of sports experts who are actively working on the realization of the training process in this sport. The study included a total of 80 karate coaches.

As a research tool this time the motives preferences test was used, which included a total of 10 social motives ('drivers' for the engagement in the work of a karate club). Brief guidelines for each motive which express its essence were given in the first part of the test. In the second part all the motives were compared to each other - given in pairs. The participants were asked to indicate in each pair one motive that is important for them, that encouraged them to get engaged in the work of karate organization. The motives were defined as: 1) *health* (the preservation and promotion of health, "a healthy mind in a healthy body"); 2) *ability* (body/physical ability; maintenance and improvement of physical fitness); 3) *achievement* (the achievement of top sports results; winning medals and World Championships with their sports organization; being better than others; achieving sports goals) 4) *lifestyle* (following modern trends, what is modern; because others do the same; a way of life; something that is a trend); 5) *socializing* (spending time with friends, new acquaintances and friendships; spending pleasant leisure time), 6) *self-actualization* (proving yourself as an expert; being the best among coaches); 7) *acquisition* (earning potential; achieving material gain; providing your material existence); 8) *personal affirmation* (to mean 'something' in your community; to be recognized as an expert; to be 'known'), 9) *connection to the group* (have the desire and the feeling of belonging to a group; to be a part of a 'sports family; a connection with those who have similar traits and beliefs; not to be alone); 10) *making decisions* (the ability to influence making decisions at a club; the effect on the flow of the sports organization management; to make independent decisions).

The results were analyzed using descriptive and comparative statistics with the help of the statistical package *SPSS 10.0 for Windows*. The manifest space of motivation was processed by a scaling technique, while the latent space of motivation was detected by applying statistical procedures - factor analysis.

RESULTS

After examining the values of the arithmetic means, the motives covered by manifest space can be conditionally grouped into four general sections, which are characterized by the intensity of the preferences among the participants (Table 1). In the group with the most pronounced scale values we find the motives: health (6.93) and achievement (6.49). The second group of motives with a highly differentiated scale values consists of the motives: connection to the group (5.66), ability (5.54) and socializing (5.31). The third group of motives in the manifest space consists of the motives: personal affirmation (4.08), making decisions (3.75) and self-actualization (3.75). The fourth group of motives consists of: lifestyle (1.98) and acquisition (1.41).

Table 1 Manifest space of motivation in karate coaches

Rank	Motive	N	Sv	S.dev.
1	Health	80	6.93	2.51
2	Achievement	80	6.49	2.28
3	Connection to the group	80	5.66	1.48
4	Ability	80	5.54	1.97
5	Socializing	80	5.31	2.20
6	Personal affirmation	80	4.08	2.02
7	Making decisions	80	3.75	2.00
8	Self-actualization	80	3.75	2.45
9	Lifestyle	80	1.98	2.01
19	Acquisition	80	1.41	1.41

For a more detailed consideration of the research results, by applying the factor analysis, we tried to highlight the latent space of motivational variables as well. By determining principal significant components, the criterion was the result of only those principal components whose characteristic root was equal to or greater than 1.00, three adequate matrices were established: the correlation matrix of the measured variables (motives), the factor pattern matrix and the factor correlation matrix. Based on the inter-correlations of the observed variables the initial correlation matrix was formed (Table 2) on the basis of which the hierarchical structure of the nine initial vectors in the observed space of motivation was defined. The characteristic roots greater than one were observed only in the first four vectors that were included in the further procedure and from which the four factors of motivation were later formed. Numerical values of factor scores, obtained by the orthogonal and cavalier projection of the main components of the four extracted factors were very similar, which indicates a very stable structure of latent motivational space among the participants in the survey.

Table 2 The initial correlation matrix for the determination of the latent motivational structure

Motives	HEA	ABI	ACH	LST	SOC	SAC	ACQ	PAF	CGR	MDC
Health	1									
Ability	.359	1								
Achievement	-.658	-.090	1							
Lifestyle	.153	-.224	-.300	1						
Socializing	.508	-.063	-.582	.053	1					
Self-actualization	-.715	-.321	.454	-.117	-.508	1				
Acquisition	.227	.179	-.122	-.344	.198	-.244	1			
Personal affirmation	-.617	-.387	.340	-.087	-.508	.448	-.326	1		
Connection to the group	.190	.167	-.366	.086	.408	-.222	-.126	-.447	1	
Making decisions	-.407	-.197	.210	-.275	-.401	.049	-.133	.386	-.178	1

Table 3 Characteristic roots and parts of the common variance

Factor	% com.var.	% cumulative
Factor 1	37.448	37.448
Factor 2	16.896	54.344
Factor 3	11.148	65.492
Factor 4	10.045	75.537
Total %:		75.537

Using the factor analysis oblimin rotation four factors were singled out which explain 75,537% of the total variance. The first factor included 37.448%, the second 16.896%, the third 11.148% and the fourth 10.045% of the total variance (Table 3).

Projection on the first factor is present in the variables: health (.826), achievement (-.765), and self-actualization (-.959). The second factor, which explains 16.896% of the total variance, covered the motives: acquisition (.741) and lifestyle (.868). The third explains 11.148% of the total variance and includes the motives: connection to the group (.762), socialization (.524) and ability (-.697). Projection on the fourth factor (10.045% var.) is present in the following motivational variables: making decisions (.901) and personal affirmation (.498) (Table 4).

Table 4 The factor pattern matrix

Motives	Factor 1	Factor 2	Factor 3	Factor 4
Health	,826	-,027	-,120	-,224
Ability	,352	,204	-,697	-,255
Achievement	-,765	,188	-,232	-,007
Lifestyle	,224	-,868	,018	-,253
Socializing	,445	,169	,524	-,227
Self-actualization	-,959	,055	,066	-,207
Acquisition	,089	,741	,035	-,146
Personal affirmation	-,374	-,263	-,150	,498
Connection to the group	,137	,046	,762	-,135
Making decisions	,161	,102	-,005	,901

Starting from the logical contents of the examined motives and their basic semantics, hierarchical factors in the analyzed latent motivational space, compared to the motives that form them, can be defined as:

- I factor – *Individual progress and improvement*
- II factor – *Life and economic needs*
- III factor – *Social contacts*
- IV factor – *Social role*

DISCUSSION

The results of the analysis of motive preferences, in the manifest space, can be viewed based on the character of the participants. In fact, most of the coaches in their sports careers were active practitioners and competitors. This tendency continued even after the end of active participation in karate competitions, so they also use the process of sports training for actively preserving and improving their health. This primarily refers to physical health, although the influence of the positive emotional effect and spiritual stability that karate provides is not to be neglected. Also, the nature of human resource which guides the karate process is largely from direct population of karate practitioners, who in everyday life feel the health benefits of regular karate training. In addition, another aspect of our society today is extremely present, which can be added to the reason for the choice of this motive. The general social opinion and propagation of the values of sport as a healthy lifestyle and some kind of prevention from the increasingly present addictions is increasingly present in our lives.

The motive of achievement, which is highly ranked among the participants, is certainly one of the most important motivational drivers. Achieving high results with karate practitioners, members of the club, is one of the main goals and tasks of every coach, especially in terms of verification and valorization of their professional work and knowledge. Since it is highly expressed as a motivational component for working in sport karate, as it was earlier mentioned, it is primarily reflected in a cooperative relationship and depends on the sports results of karate athletes with whom the coaches work. Thus, the orientation on the greater sports achievements of athletes is also the driver for greater engagement of coaches in their training and preparation for competitions, and thus the achievement of better and better results. Furthermore, a successful coach is also the pivot in karate organizations around whom almost the entire sports and organizational life of the club takes place. A successful coach with high sports results implies a successful karate club. It certainly increases the chances of the sports 'market'¹ for the club (and the coach) to be attractive for financial investment from potential sponsors and donors, and thus creates new prerequisites for raising sport and work results.

Although karate by character belongs to a group called 'individual sports', for the existence and exercise of sport and other goals, the existence of an association, or a certain social group is necessary, in this case, a sports club, which creates the conditions for the manifestation of sport (and work) achievements in the social environment which determine sports and other rules and norms. This may be one of the reasons why the motive

¹ In the context of karate this term is to be understood figuratively, as a classic sports market as we know in professional sports, does not exist here

of connection to the group, in this case, showed statistical values that rank him in the top of the manifest space.

The previously emphasized impact of karate training on 'spiritual health' and positive emotionality certainly encourages active participation of an individual in the work of a karate club, where a kind of socializing of the sport like-minded people takes place. This leads to the importance of expression and the presence of the motive of socializing.

At the bottom of the list of preferences of the participants, as the motives that encourage them to engage in coaching activities in karate organizations, we find motives of lifestyle. It is clear that karate is not viewed through the lens of fashion trends or incentives of individuals to impose this lifestyle in their community. The reason for this is the fact that karate has grown from a mystified skill of the Far East into a modern and popular sport, and that the values of karate players today are measured by other sports and scientific 'scales', as opposed to the time when this sport (or skill) was just looking for its place in society. On the other hand, the current level of development of our society, its economic power, as well as the current social and sports norms, primarily classify this sport into the category of amateur sports. For this reason, the acquisition and the material side, as a motive for practicing karate in any of its forms (competition, coaches, managers, etc.) is still not a significant source of motivation.

The latent space of motivation of karate coaches, as previously mentioned, is characterized by four separate factors.

In relation to the nature of the motives that define it, the first factor can be named as '*individual progress and improvement*'. It is evident that the motives of achievement and self-actualization are negatively projected. The motive of health is the one which has a positive effect among coaches on this factor, so it can be considered that health is what the coaches still expect from their participation in the activities of karate clubs. This is, on one hand understandable, because a coaching career is specifically linked to the former competitive and exercise age of individuals. Through constant practice of the karate techniques elements during managing the training process at the club, coaches undoubtedly actively influence their health. On the other hand, if the conditions were created for the motive of achievement and self-actualization to be the drivers of management actions and roles at the club, the aspect of health improvement as the dominant driver would most likely be reduced to a certain extent. This points to the interconnection of motives within factors.

The character of motives involved in the second factor can be defined as a factor '*life and economic needs*'. A significant motivator to the coaches in this context is the material value and they expect some financial reward from their engagement in the work of karate organizations. In light of current social trends and relationships in karate sport, this motivational feature of acquisition should not be taken literally (as the acquisition of material wealth and cash earnings), but as an expression of the tendency to, in a certain financial terms, be given at least a minimal fee and compensation for the work, time and incorporated expertise in the activities of karate clubs, primarily the training process. Acquisition in this case can be understood more as a material 'not losing', that is the need for the work of karate coaches to be financially valued. If the presence of this motive in an individual is more pronounced, then the motive of lifestyle is less present (pushed into the background).

The third factor defined as '*social contacts*' shows that in karate coaches in this context the motivational basis for engagement in the work of the karate organization are so-

cializing and the need for connection with the group. These are very socially oriented motives that can be adequately implemented through a specific social group - sports club (karate club). The motive of ability is here in the negative projection, which directs us to the conclusion that karate coaches can maintain and improve their physical abilities outside the karate organization, and that it is the motivational driver which occurs in the background. This can be realistically accepted, given that karate coaches through their years of active karate service mastered a considerable amount of knowledge and techniques in the field of karate, and thus sports technology, so that they can individually maintain their physical abilities at a quality level and independently, without an expressed need to be a part of a club system. On the other hand, socializing and connection with a group of like-minded people or people of the same views and aspirations, certainly cannot be achieved independently and without active contact with a sports organization.

The character of variables that form the fourth factor allows its definition as a *'social role'*. The positive projection of both variables to the factor indicates that they appear as a motivator for achieving social prestige and management dominance through engaging in karate clubs. Through the possibility of making decisions, which should be understood in a broader context, coaches primarily make the most important decisions concerning sports and competitive activities of the club. Also, in accordance with the aim of the organization, one of the most important being to achieve the best possible sporting results, coaches often play a key role in decision-making at the strategic and organizational level. In this way, competence in making the right decision certainly affects the realization and rising of personal affirmation of every karate coach. Both affirmations are directed towards him, and, even more, towards the social environment which measures and evaluates the results of the training.

CONCLUSION

From the standpoint of this study, karate as a sport activity at the center of its interest has the human resources that are responsible for its comprehensive function, especially the central part of the system - the training process. As in any other activity, for the engagement of the karate potential of coaches it is of great importance to determine and position their individual needs that drive them to work and the activities particular to this sport. It is certain, therefore, that motives can be considered to be among the most important drivers of an activity. The study of motivation of the mentioned human resources in karate sport and its impact on work engagement implies an analysis of a number of aspects that are relevant for the behavior of coaches in karate clubs in the sphere of their activities related to the sport. In other words, the motivational aspects of coaches can be regarded as an interest for specific work motivation, i.e. factors that organize, direct and determine the duration of their work activities in karate clubs. Seen from the point of view of general management, it is fair to say that the motivation and management in karate sport are two inseparable concepts, where the access to the motivation, the method of motivating individuals and structures of motivation may represent a benchmark for the quality and level of organization of the management, as well as its dominant impact in achieving organizational goals. Understanding motivation and the detection of some of its aspects can serve as an important tool for understanding the behavior of people in karate organizations, to predict the effects of specific management actions, as well as to guide

the behavior of individuals or groups towards achieving better organizational and individual goals.

The subject of this research was directed towards the identification of individual motivational dispositions of karate coaches in clubs from the territory of the AP of Vojvodina, by determining their motivational structure for the work in karate sport. Through the set research objectives we attempted to identify the motivational characteristics of karate coaches as a key human resource that manages the central part of the system in karate organizations.

By choosing ten most characteristic social motives, which occupied the space of general and specific motivational dispositions, among the participants as a whole a preference structure of motives that drive them to involve in the work of karate clubs was determined. The manifest space of motivation seen in this way showed that the motives of karate clubs coaches can be grouped into four general sections.

The first is characterized by motives that had the greatest importance among the participants: the motive of health and the motive of achievement. The second group consisted of manifested motives: the connection to the group, ability and socialization. In the third group with a moderate degree of manifestation, the motives of personal affirmation, decision-making and self-actualization were identified. The fourth group, with the lowest degree of preference, consisted of the motive of lifestyle and the motive of acquisition.

It can be concluded that in terms of motivation the participants are, in fact, characterized by motives of general definitions (health and physical needs and gregarious and affiliative type), but also some specific motives that are highly ranked in the manifested expression, which is primarily related to the motive of achievement. The motives related to lifestyle and acquisition showed the lowest manifestation. They very clearly indicate the current state of the social circumstances in which sport karate exists, as well as part of its human resources.

The latent space of motivation of karate coaches, as a specific part of a club's operational management, is characterized by the separation of four factors that explain 75,537% of the total variance. Based on their semantic determination and the motives that dominantly form them, these factors were defined as: I – the factor of *individual progress and improvement*, II – the factor of *life and economic needs*, III – the factor of *social contact* and IV - the factor of *social role*.

Thus, the managerial role in karate clubs, which is reflected in training activities, causes a characteristic manifestation of motives in the latent space. The most important motivators that, in this case, influence individuals to choose a coaching role in club management arises from the need for health, achievement and self-actualization, that is, motivational characteristics which primarily imply individually achievable components. In the second line there are life and economic needs and satisfying them through financial stimulation for work, and emphasizing lifestyle through karate sport. Through the third factor coaches strive to meet the needs for social contact, while the fourth factor consists of satisfying the needs for roles in the social environment.

Therefore, it can be considered that for in karate coaches the achievement of needs for personal advancement, which are reflected in the existence of motives of health, achievement and self-actualization, are in most cases the dominant driver for engagement in the karate organizations on the territory of the AP of Vojvodina.

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MOTIVACIONE KARAKTERISTIKE KARATE TRENERA

Karate kao savremeni sport karakterišu gotovo svi do sada identifikovani aspekti ljudske motivacije, s obzirom da se celokupna aktivnost odvija u okviru neposrednih socijalnih kontakata pojedinaca i grupa. Prisustvo pojedinih vrsta motiva kod karate trenera ima posebnu važnost, jer je za uspešno obavljanje ove funkcije, bez obzira na nivo organizovanosti i/ili uspešnosti sportske organizacije u okviru koje radi, neophodno prisustvo izražene potrebe za postizanjem uspeha. Polazeći od teze da svaki pojedinac u sportskom kolektivu, bilo da je reč o trenerima ili, pak, sportistima, mora da oceni kako se tretira njegov radni učinak i uspostavi sistem samoprocene koliko se vredi angažovati, dolazi se do odrednice da se u zajedničkoj interakciji određuje i odnos pojedinih motiva koji su dominantni u strukturi njihove motivacije. U skladu sa time cilj istraživanja je bio usmeren na utvrđivanje osnovnih motivacionih karakteristika koje determinišu radno angažovanje trenera u karate organizacijama na području AP Vojvodine. Na osnovu rezultata istraživanja identifikovana je struktura motivacije karate trenera u manifestnom i latentnom prostoru, sa četiri izolovana latentna faktora motivacije. Kao najdominantniji pokretači za uključivanje trenera u rad karate organizacija izdvojile su se, pre svega, potrebe za ličnim napretkom koje se ogledaju kroz egzistenciju motiva zdravlja, postignuća i samoaktuelizacije.

Ključne reči: *motivacija, karate, treneri.*