

Management's Motivational Practices among Athletes in Kogi State Owned Tertiary Institutions

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Abstract

The study Investigated management's motivational practices among athletes among Kogi State tertiary institutions. Ex-post facto research design was used in the study. The study population consists of 870 student-sports athletes from the three Kogi State-owned tertiary institutions. The sample size was made up of 170 randomly selected student-sports athletes from the three selected tertiary institutions in Kogi State. A self-designed and validated questionnaire which contained 80 items was used for the study. The questionnaire titled "Management Motivational Practices among athletes in Kogi State Questionnaire (MMPAKSQ)" was adopted for the study. One research question and One null hypothesis was formulated to direct the study using one-way analysis of variance (ANOVA). The findings from the study revealed that athlete's motivational management practices were better managed in the university and polytechnics compared to college of education. It was further revealed that athlete's motivational management practices were better managed in polytechnic compared to college of education. As a way forward, it is therefore recommended that Kogi State College of Education as well Kogi State Polytechnic should provide adequate appropriate source of motivation for the students to participate in sports programme.

Keywords: Student, Athlete, Motivation, Sports, Tertiary.

Introduction

Intercollegiate sports competition was initiated by the students of United States of America in the 19th century in a variety of sports under the director of the students. The survival of the programme came through the relentless and undaunted efforts of students who took upon themselves to act as captains, coaches, team officials as well as undertook the supply of equipment and uniforms to their teams. As the importance of the programme grew, parents, alumni or friends contributed to the purchase of equipment and uniforms (Ladani, 2008). The incorporation of sports into the educational programme of American collegiate institutions eventually formed the basis for the emergence of intercollegiate sports which was adopted in Nigeria today by tertiary institutions such as colleges of education, polytechnic and universities (Venkateswarlu, 2010).

Sunny, (2013) see management as a process of organizations and employing resources to accomplish predetermined objectives. In other word, management is the art of getting thing done through people. Ladani,(2014) stated that management practices are parameters or indices used to enhance the development of sports in tertiary institutions in Nigeria. Such indices for sport management practices are: Finance, Personnel, Sport athlete recruitment, Sports facilities, Sport equipment, Organizational structure, Sport policies, Athletes Motivational practice, Students' participation in sports and Public relation services in sport.

The first inter collegiate athletic championship in Nigeria came to life on the 8th and 9th June, 1990 at the Main Bowl of the National Stadium Surulere, Lagos and Venkateswarlu, (2014) stated further that University inter-scholastic, intercollegiate and other highly

organized sports programme the world over represent an integral part of the total physical education programme. In most cases, the activities under taken therein evolved from the intramural and extral-mural sport programme of such colleges.

Conceptual Framework on Motivation

Ajayi (2014) described incentives as imported stimuli that produce desirable motivation towards specific goal. Udensi (2013) stated that it is a fact that many students and officials in Nigerian tertiary institutions are not very active in sports. The reasons given were that the morale of players, the condition of facilities and inefficiency and ineffectiveness in sports participation and management. In general the motivated person is more active than one who is not motivated.

The provision of incentive to athletes and officials is a clear indication that sports managers appreciate their efforts towards sports development. As incentives are very important in sports management, sport managers should use them judiciously to facilitate performance of athletes and officials in tertiary institutions and other sectors.

Describing the incentive enjoyed by athletes in the United States Universities, Godwin (2010) indicated that the Nigerian athletes who left for the United State of America found it easier to gain admission into their universities. They also enjoyed special financial assistance which covered everything the students would need for their academic pursuits and the perfection of their athletic skills. All these are incentive towards improves performance. Adeyanju,(2013) observed the significant contributions made by Guinness Nigeria PLC in term of finance, medals, publicity, drinks etc. to the host institutions for the organization of the Nigerian Universities Games (NUGA). In realization of this gesture,

Ladani,(2013) requested that the same Guinness Nigeria PLC should accept the responsibility of feeding all athletes that are competing at the NUGA Sport Festival provide appropriate Guinness kits for them and to organize opening and closing parties for the athletes and the officials. He however, cited the Pepsi-cola soccer tournament for higher institutions players where feeding, track suits, kits and financial incentives were given as a case worthy of emulation. Ituch,(2014) categorized salaries, fringe benefits, security and other as extreme sources of motivation to fulfill daily needs while he described intrinsic motivation as those innate tendencies which could influenced one's actions. Ikulayo,(2012) expressed that motivation is a psychological concept which was been described as an urge, arousal, drive, energizer or motivator that spurs a person to action. It is a powerful activator without which no meaningful development can be accomplished in sports management.

Orlick, (2013) agreed that incentives motivate, energize and spur one into action and are at the same time capable of sustaining high performance level of an athlete. The incentives may be positive which the employees and athletes in any sports unit in an institution will approach, or negative incentives which will be avoided. However, of specific relevance to this study are incentives that can arouse behavior for improved performance.

Fagbamiye (2014) stated that lack of progress or high performance may be due to discouragement and a lack of incentives/motivation. Omolawon (2013) concluded in a study 'on efficacy of some selected motivational strategies as impetus for the development of youth soccer,' that the selected motivational strategies are significant impetus for the development of youth soccer. It was therefore recommended among other that parents, coaches, teachers,

sports managers and peers as significant others should adequately and properly motivate the youths.

Purpose of the Study

The purpose of the study is to examine the management of motivational practices among athletes in Kogi State –owned tertiary institution

The purpose of the study is to examine the students' athlete on motivational management practices in Kogi State –owned tertiary institutions.

Specific Objectives of the Study

The following specific objectives will guide the study;

1. To compare the types of motivation used among Kogi state owned tertiary institutions
2. To find out the level of differences in motivation practices among Kogi state owned tertiary institutions.

Research Questions 1: Are there any differences in Kogi state owned tertiary institutions motivation management practices?

Null Hypothesis 1: There is no significant difference in motivational management practices between the three categories of Kogi state owned tertiary institutions.

Methodology

The information required to compare motivation management practice between the three categories (College of Education Ankpa, Kogi State Polytechnic Lokoja and Kogi State University, Anyigba) Kogi State, Nigeria was already available without manipulation of variable. Therefore, ex-post facto research design was used in this study. The sample for this study consisted of one hundred and seventy (170) subjects from the population (student's athlete) of eight hundred and seventy (870) in three selected tertiary institutions sports units in Kogi State, Nigeria. A stratified random sampling technique was used to select three (3) categories of the tertiary institutions consisting of student athletes for the study. The main instrument used was a structured and validated questionnaire to elicit appropriate information from the respondents. The design questionnaire was presented to experts in the Department of Human Kinetics and Health Education of Kogi State University, Anyigba for their input and necessary comments. A reliability coefficient of 78 was obtained through split-half using Pearson product moment correlation. Their suggestions and corrections were adopted in the final print out of the questionnaire which was personally distributed to the selected subjects in the tertiary institutions sports units of Kogi State for the study. The filled and returned questionnaires were however collated for data analysis.

Results and Discussions:

The result of the study is presented below:

H₀₁: There is no significant difference in motivational management practices between the three categories of Kogi state owned tertiary institutions.

Table 1: A Summary of Analysis of Variance (ANOVA) for difference between the three categories of tertiary institutions athlete’s motivation management practice in Kogi State, Nigeria.

Source of variation	Sum of squares	DF	Mean Square	F-ratio	Sig.
Between groups	568.193	2	284.097	8.590	.000
Within groups	5688.801	172	33.074		
Total	6256.994	174			

$$f(2, 172) = 2.60 (< 0.05)$$

The above Table 1 revealed that significant difference exists among the three categories of tertiary institutions in Kogi State Nigeria in their athlete’s motivation management practice; this means that, each institution’s athletes motivation management practice differ from one another. This is occasioned by the fact that the calculated F-ratio value of 8.590 is greater than the 2.60 critical F-value, while the calculated (P) value of 0.000 is less than the 0.05 level of tolerance. Consequently, the null hypothesis which states that there is no significant difference between the three categories of tertiary institutions in their athlete’s motivation management practice in Kogi State was hereby rejected.

Table 1: Post-Hoc LSD multiple comparison test between the three categories of tertiary institutions in their athlete’s motivation management practice in Kogi State, Nigeria.

(I) Institutions	(J) Institutions	Mean Difference (I-J)	Standard Error	Sig.
University	Polytechnic,	0.93410	1.09713	.396
	College of Education	4.08222*	1.02907	.000
Polytechnic	University,	-0.93410	1.097134	.396
	College of Education	3.14813*	1.08548	.004
College of Education	University,	-4.08222*	1.02907	.000
	Polytechnic	-3.14813*	1.08548	.004

As a results of the multiple comparisons (pair wise) of the mean responses of the three categories of respondents showed that there is significant different between the university compared with polytechnic because the calculated (P) value of .396 is greater than 0.05 level of tolerance. However, there is significant difference between the University compared with college of education because the calculated (P) value of .000 is less than 0.05 level of tolerance. There is significant difference between the polytechnic compared with university because the calculated (P) value of .396 is greater than 0.05 level of tolerance. Just as there is significant difference between polytechnic compared with college of education because the calculated significance (P) value of .004 is less than 0.05 level of tolerance.

Discussion of Findings

Motivation is essential for an individual to act. Several techniques or methods are used to motivate athletes to successfully participate on sports programme. Incentives constitute one of the means to motivate athletes to participate in sports (Ajayi, 2014).

(Udensi, 2000) stated that most officials and students in Nigerian tertiary institution are not very active in sports mainly because the morale of player, the condition of the facilities, and ineffective participation in the management of sports programme. This statement is justified by the fact that a motivated person is more active than one who is not motivated.

The provision of incentives for athletes and officials would ensure effective participation of an athletes and officials in sports programme that would contribute to the development of sports programme. This may be justified by the fact that Adeyanju, (2012), observed the significant contribution made by Guinness Nigerian Plc to promote female participation in sports through publicity, rewards etc. given to most institutions for their organization of Nigerian universities games. This was further supported by Ladani, (2012) who reported that the same Guinness Nigerian Plc encouraged sports participation. He further suggested that this company should accept responsibilities for feeding all these athletes that are competing in different institutions competition Ituch, (2014) reported that salaries, fringe benefit, security and others as extreme sources of extrinsic motivation.

Ikulayo, (2010) Ajayi, (2014,) Ulick, (2011) and Fagbemija, (2000) suggested that incentives, fringe benefit and other means of extinctive motivation should be used to enhance to participation of students in sports programme. This view was supported by Eke, (2012) and Adeyanju, (2010). Who suggested that provision of accommodation and transport allowances should be provided for the students to ensure the participation in sport programme. This investigation found a significant difference among the selected Nigerian tertiary institutions in their methods of motivating the students to participate in sports programme this was mainly because Nigerian universities and polytechnics provide better means of motivating the students to participate in sports programme. The study found that honor roll of outstanding student's athletes is maintained in Kogi State University and special privileges such as free hostel accommodation are granted to students athletes compared to Kogi State Polytechnic and College of Education

Conclusion Based on the finding of the study it was concluded that significant difference exists in the university and college of education compared to the polytechnic in their athlete's motivation management practice of sports.

Recommendations

In the light of the finding of this study, the study therefore recommends that:

1. Kogi State College of Education should provide adequate appropriate source of motivation for the students to participate in sports programme.
2. The Kogi State Polytechnic management should provide adequate motivation to the deserving athletes in order to enhance further performance in any of their outings in sport competition.
3. College of Education Ankpa and Kogi State Polytechnic should emulate the type of motivational management practices administered by the Kogi State University to their students' athlete after performance excellence in any sport programme.

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