

A Study of Relationship among Coaches' Participation Motivation , Leadership Behavior and Organizational Commitment

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ABSTRACT

ABSTRACT This study is to examine the relationships between participation motivations, leadership behaviors, and organizational commitment among coaches of table-tennis school teams in elementary schools and to understand how background variables affect these three variables. The research tool in this study is the " Questionnaire of Table-tennis Coaches ' Participation Motivation, Leadership Behaviors, and Organizational Commitment. " A total of 300 copies of questionnaires was sent out, and 210 valid copies were retrieved (retrieval rate of valid responses was 70%). The data was then processed using the Chinese version of SPSS 12.0 and analyzed using descriptive analysis, t-test, one-way ANOVA, and Pearson ' s r. The yielded results include: (1) the coaches ' participation motivation was moderate (M = 3.62), the coaches quite accept their leadership behaviors (M = 4.28), and their organizational commitment was quite high (M = 3.98). (2) The coaches ' participation motivation showed no significant differences in terms of sex and school size, but showed significant differences in terms of other factors. (3) The coaches ' leadership behaviors showed no significant differences in terms of sex and school size, but showed significant differences in terms of other factors. (4) The coaches ' organizational commitment showed no significant differences in terms of sex and school size, but showed significant differences in terms of other factors. (5) The coaches ' participation motivation, leadership behaviors, and organizational commitment are all positively correlated. Key Words: participation motivation, leadership behavior, organizational commitment

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