A Study of Relationship among Coachs' 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

Keywords : participation motivation ; leadership behavior ; organizational commitment

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