



ROLES OF MOTIVATION OF SUPPORTIVE STAFF OF NASARAWA STATE SPORT COUNCIL ON ATHLETES' PERFORMANCE IN NATIONAL SPORT FESTIVALS

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ABSTRACT: This paper examined the roles of motivation of Supportive Staff of Nasarawa State Sport Council on Athlete's performance in National Sport Festivals. One hundred and ninety eight (198) questionnaire were administered to the respondents of which one hundred and seventy four (174) copies were retrieved. Ex-pos- facto research design was adopted for the study while statistical package for Social Science (SPSS) vision 22 was used to analyze the data. The results indicated that the roles of Supportive Staff of Nasarawa State Sport Council correlate positively with athletes' performance (number of medals won by the athletes during National Sport Festivals). The researchers concluded that Supportive staff plays prominent role in motivating athletes in national sports festival which influenced their performance. This is because, They provide social support to athletes in sporting events with indicate strong relationship with athletes' performance during national sport festival finally recommended that supportive staff of Nasarawa State sport council should be well motivated through regular payment of salary, sponsorship to attend courses as this motivation has direct influence on athletes' performance.

INTRODUCTION

Sports have become a big time business with national and international champions making millions of money, enjoying self-esteem couple with recognitions and various rewards such as cash gifts, houses, cars and scholarship awards (Olanipekun and Adegboyega, 2014). According to Ngwakwe, Egba, Mong (2015) sports, all over the world, has become an established entity that exerts great influence on the social, political and even the economic environments of any nation and that of the individuals. Supportive staff in this study refers to the personnel responsible for the successes and performances of athletes in Nasarawa State. They are charged with the responsibility of administering sporting activities and include medical team, training crew such as; divisional sport inspector, sport director, sports secretary, grounds men, accountant or account clerk, cleaner/messenger, electrical/water engineers and sport psychologist.

In Nasarawa State, athletes have made several attempts to make positive impact on sports competition at local and national level; this can be seen in

their participation at national sports festivals. There are cases where athletes in Nasarawa State are chosen to represent Nigeria at the international competition (Nasarawa State Ministry of Sport and Youth Development, 2003). The Nasarawa State sports council was vested with the power to formulate the policies regarding the development of amateur sports and also use it to raise the standard of performance of amateur sports in the state. The objectives of the festival were to promote mass participation in amateur sports from village level to the national level in all the local government areas in the state; with the view to discover hidden talents and to promote and strengthen friendship among sportsmen and women (Awosika, 2009). The first sport festival took place in Lagos in 1973, with athletes from 12 states of the federation participating in various sport events with emphasis on Junior, intermediate and senior categories. Since the inception of the National sports festival in 1973, Nasarawa State has participated eight (8) times at the National sports festival games held in the country. The state participated for the first time in 1998 at Imo, 2000 Bauchi State, 2002 Edo state, 2004 Abuja FCT, 2006 Ogun State (Gateway game), 2009 (Gada game) Kaduna State, 2011 (Garden city game) Rivers State, 2012 (Eko game) Lagos State and 2018 (unity game) Abuja FCT respectively (Nasarawa State Ministry of Youth and Sport, 2016).

The state relies on the local governments as its resource base from where athletes' talents were tapped and to determine those who are to represent the state at the National sports festival. The state has not been able to discover potential athletes that abound in the local government areas, because the sports festival that are meant to discover those athletes are no longer being organised. This has left the state without the reservoir of athletes who can be relied on when preparing for national sports festivals. Prior to the time of national sports festivals, Nasarawa State sport council depended on athletes that were hired from other states to compete for it. This has also led to the use of the same athletes to represent the state in more than one national sports festival (Nasarawa State Ministry of Youth and Sport, 2016).

In recent years, there has been an increase in interests in issues related to the enhancement of the performance of athletes entailing the accomplishment of goals by meeting or exceeding predefined standards (Portenga, Aoyagi & Cohen, 2017). The multidimensional concept of performance is linked to physiological and psychological influences in a reciprocal manner. Thus,



athlete performance describes individual or collective patterns of behavior depending on a set of skills, abilities, and specific performance condition. Athlete performance according to Kellmann and Beckmann (2018) is determined by the development of specific skills and abilities to adapt to unexpected environmental influences and the continuous and reliable delivery of these skills and abilities in competitive situations. Lambert (2012) adds that performance can be affected by physiological capacities such as endurance, strength, speed, or flexibility. Psychologically, factors such as concentration, motivation, and volition may also affect performance (Beckmann, 2015). Various studies were conducted on the roles of sport managers and administrators on the performance of athletes in intramural and extramural sport competition with very little regarding the roles of supportive staff on the performance of athletes in National sport festival. It is against this backdrop, The researchers became motivated to carry out this study with the view to investigate how motivation of supportive staff in Nasarawa State Sports Council influence the performance of athletes in National sport Festivals.

The Problem

The existing reality in Nasarawa State sports council is that there is lack of adequate facilities and equipments, funds, trained personnel (supportive staff), poor motivation of supportive staff and athletes' who participate in sports competitions. These challenges are currently facing the management of Nasarawa States sports council. Efforts towards development of sports in Nasarawa State are abortive. These challenges constitutes major set back by the Nasarawa State sports council towards the development of sports most especially for the athletes. Thus, no significant achievement can be made in athlete's performance. It is against this backdrop that this study is undertaken with the expectation of finding out the influence of supportive staff on the performance of athlete in National Sport Festivals.

Research Question

For the purpose of this study the researchers attempted to find answer to the following question:

1. What is relationship between motivations of supportive staff on the performance of athletes in National sport festival?

Hypothesis

Hor: There is no significant relationship between motivations of supportive staff and athletes' performance in the National Sports Festivals.

METHODOLOGY

The researchers adopted ex-post facto research design. This is because the study is not experimental in nature. The population of the study comprises of all the supportive staff and athletes in Nasarawa State sport council with the total number of 318 Supportive staff and Athletes, all drawn from thirteen (13) Local Government Area of Nasarawa State. A total of one hundred and ninety eight (198) formed the sample size of this study. this is in line with the assertion of Krejcie and Morgan(1970) table for determining sample size as tabulated below:

Table 1 Population and Proportionally sampled respondents of the study

S/N	Statue	Population of supportive staff	No of proportionally sample supportive staff (Respondent)
1	Staff (Medical team, Sport Secretary, Sport P.R.O, Grounds men, Accountant/Account Clerk, Clerical/Water engineer, Sports Psychologist, Cleaners/messenger)	82	50
2	Athletes	236	148
	Total	318	198

Source: Nasarawa State Sport Council (2016).

The instrument for data collection in this study was a self-structured questionnaire. The questionnaire comprises of two sections (A&B). Section "A" was on Bio-data of the participants of the study, section "B" was on the roles of motivation of supportive staff in relation to athletes' performance in national sports festival. The four point modified Likert rating scale was used, with Strongly Agreed (SA) (4), Agreed (A) (3), Disagreed (DA)(2) and Strongly Disagreed (SD)(1). Corrected copies of the questionnaire were reproduced and distributed to supportive staff and athletes of Nasarawa State sport council on first to come first serve bases that lasted for four weeks as each respondent was treated at a different interval to avoid multiple filling of questionnaires by one person. Effort was made to retrieve the completed copies of the questionnaire; all the returned copies were duly used for data analysis.



The data collected were analysed using Pearson Products Moment Correlation Coefficient (PPMC) to test the hypothesis on the relationship between supportive staff variables (factors) and the performance of Athletes in national sport festival at 0.05 level of significance.

RESULT

Table 2: Research Question: Are supportive staff of Nasarawa State Sport Council motivated enough to influence the performances of athletes in National Sports Festivals?

s/n	Items	Response categories				MEAN
		SA	A	D	SD	
1	Conserving energy is encouraged by supportive staff as a form of motivation	44	64	36	30	2.7
2	Motivated Supportive staff can influence festival excitement to influence athletes' performance	50	52	49	23	3.1
3	Access to team doctors/sports encourage performance	80	42	41	11	3.0
4	Familiarity with supportive staff can influence athlete performance in national sports festivals	70	49	32	23	2.8
5	Motivated Supportive staff ensure that athletes focus on achieving peak performance at sports festival as an ultimate goal	62	51	33	28	2.7
6	Allowances of supportive staff and athletes are not paid during national sports festival, this hence can affect performance of athlete	50	55	43	26	2.9
7	Because of the lack of motivation, supportive staff can still be efficient in the discharge of their responsibilities	54	63	34	23	2.8
8	Irregular payment of salaries and allowance can affect athletes' performance in national sport festival	56	54	30	34	2.9
9	Supportive Staff advices athletes to create a mental image and visualise themselves performing flawlessly in a game environment	68	54	23	29	3.0
10	Athletes are encouraged by supportive staff to be positive in their approach and take their share of the responsibility in success and failure	66	60	28	20	2.9
Cumulative mean					2.7	

Standard/deviation mean=2.5

The supportive staff of Nasarawa State sport council are motivated enough to influence the performances of athletes in national sports festivals. This is because the cumulative mean response of 2.7 is above the 2.5 standard mean. Specifically, Supportive staff can influence festival excitement to influence athlete performance as this had the highest mean response of 3.1, as details shown that 102 agreed as against 72 that disagreed. In the same vein, Irregular payment of athletes' salaries and allowance can affect their performance in national sport festival, which attracted a mean of 3.0 as a total of 111 agreed, while 74 disagreed. In summary, the supportive staff of Nasarawa State sport council are motivated enough to be positive in their approach and take their share of the responsibility in success and failure of athletes' performance. However, participants of the study asserts that, irregular payment of staff salaries and allowance can affect athletes' their performance in national sport festival as there will be no extra attention with regard to discharging their duties effectively.

Hypothesis 1: The null hypothesis states that there is no significant relationship between motivations of supportive staff and athletes' performance in the National Sports Festivals;

Table 3: Pearson Product, Moment Correlation on the relationship between motivation Supportive Staff motivation of Nasarawa State Sports Council and performance of athletes in national sports festival.

Variable	N	Mean	SD	Df	Corre index r	Critical r	P
Performance of Supportive Staff	174	82.6207	5.70213	172	0.820	0.139	0.000
Motivation of supportive staff	174	24.6322	1.96569				

Decision mean 2.5

Results of the Pearson Product, Moment Correlation showed that supportive staff motivation of Nasarawa State sports council have significant influence on performance of the athletes in national sports festival. This is because the calculated p value of 0.000 is below the 0.05 alpha level of significance and the correlation index r value of 0.820 is higher than the critical value of 0.139 at df 172. The relationship between the two variables is directly proportional that is,



the higher the motivation of supportive staff, the higher the performance of the athletes in national sports festival and vice versa. Therefore, the null hypothesis which states that that motivation of supportive staff does not significantly influence the performance of the athletes in national sports festival is hereby rejected.

DISCURSION

The result of this study revealed that the motivation of Supportive Staff of Nasarawa State sports council significantly correlates with the Performance (number of medals won by athletes) during national sports festivals. The finding of this study is in line with that of Ericsson,(2009) w2ho affirmed that motivation must be high to offer the amount of time spent on deliberate practice to develop a high level of performance. Thus, motivation is one important variable in the process of developing an athlete's performances in sport (Deci & Ryan, 2002).

CONCLUSION

The researchers concluded that the supportive staff of Nasarawa State sport council are motivated enough to influence the performances of athletes in national sports festivals. As this motivation correlates festival excitement that influence athletes' performance. In addition, irregular payment of staff salaries and allowance can affect athletes' performance in national sport festival.

RECOMMENDATIONS

The researchers recommended that the supportive staff of Nasarawa State sport council should be well motivated through regular payment of salary, sponsorship to attend courses because motivation has direct influence on athlete's performance.

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