



# Stud of effect of selected program swimming on improving performance employees in Mobarakeh steel complex

Mohammad Reza Iravani

Department of Social Work, Islamic Azad, University Khomeinishahr Branch, Daneshjou Blvd, Iran.

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### ABSTRACT

The aim of this study is to investigate Study of effect of selected program swimming on improving performance employees in Mobarakeh steel complex. Among 62000 intermediate category employees, 30 persons were randomly selected and divided into two groups, experimental group and control. in the first stage of study , one questionnaire was made with 30 questions that measured factors of improving practical performance and relations , creativity and enforcing practical contribution and self confidence and distributed between these experimental and control group and then they were completed , after that experimental group participated regularly in practical programs of swimming for 8 weeks with sessions and every session 1 hour and 15 min and after finishing practical period , they were examined by a test data were analyzed and following results obtained. The result shows that level of improving practical performance in experimental group in last test has meaningful effect than control group. ( $p < 0.01$ ). It is shown that selected practices of swimming have meaningful effect on practical performance and relations, creativity and enforcing practical contribution and self confidence. ( $p < 0.01$ ). This study shows generally meaningful effect on performance Mobarakeh steel employees and it is necessary that spread programs are presented for all productive industries employees and finally cause to increase products both qualitatively and quantitatively.

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### Introduction

Nowadays, there are so many different organizations with small and large institutions around us and large part of different beads is provided by private and state organizations. Whereas our organizations are more complicated their roles are more sensitive and professional. Moreover, after industrial evolution, emerging massive industrial or commercial organization, establishing and developing large state institutions organization was important in the past continuously. Organization has been considered as one social phenomenon by scientists and scientific meetings and in earlier 20<sup>th</sup> century, studies and scientific analysis has between beginnings. On the other hand, since we can find practical performance human force in one organization, we should study organizational structure and different performance with operational processes.

Moreover, according to systematic view, we should study indexes of practical performance and their relations to each other as well as how interacting with environment. It's obvious that for doing these studies and analysis we should know different theories of organization and management and also importance of improving performance of employees of one organization and its management. In first chapter, at first we study importance and benefits swimming, improving professional performance and its components and then performed studies regarding to study subject.

The file isn't one repetitive and unique opportunity in the life and universe , so it is worthy that we live and manage in small opportunity intellectually whereas in the past the emphasis was on employees life (non professional) in recent society , improving professional performance is one of most important

organization and employees' goals and have changed to crucial social matter , because role base human plays mineral in evolution of organization and massive organizational are resulting from unlimited capabilities .

Since there is direct relations between procedure, so giving life to employees through improving their performance arte all organization's success and could been considered a valid index for measuring level of success of manager in doing responsibilities and achieving their goals physical exercises, particularly swimming can be as one of important needs in the society and branch of pedagogy is relating to it. improving professional performance like practical performance and relations , creativity and enforcing practical contribution and self confidence cause to change the trend of improving proper of performance in one industrial complex and since different effects exercise activities on these mental characteristics, possibility of professional performance of employees are increasing, according to different results obtained in study literature about transformations due to exercise on these mental variables and without firm suggestions in this field , this study shows the effect of swimming on some factors of improving performance of Mobarakeh steel complex to industry section

#### **Role and importance of human force in organization:**

Developing human force is dependent on following:

A-making proper bed for emerging creativity in work environment

B-proper free environment based on criticism in communication

C-occurring interest and motivation to increase leisure

D-evolution in instruction field (Noor Bakhsh, 2004, p3).

One organization that can motivate the sense of trust of employees, indeed it is constituent and maker positive spirit of human force (Alagheh Band, 1998, p6)

When efficiency and affectivity as output of human systems and organization achieve that operational and behavioral process and correct and we can manage processes easily. Releasing process lead to conform efficiency and when result obtains we can not corrective work, so it is logic that human, behavioral and operational process can be managed. In this way, efficiency can be guaranteed. In this way whatever leads to efficiency of process and correct it develop human , it means by training human force in professional, behavioral dimensions, standardization, self study and so on we can find efficiency and better product (Holt, 1993, p7)

Exploiting thoughts of human is heaven organization and exploitation and if human capitals are developed correctly and employed well, exploitation of organization would be guaranteed one factor that leads to that organization employees are compatible with occupations and activities , so interesting to work , creativity and motivation and exploitation and performance employees improve (same,p8)

Nowadays organizations are in the situation that is inevitable competing fairly and clearly. By exposing with such environmental al situations and for reaching supply goods and services, it is unavoidable to review management system and direction for establishing enforcing creativity and innovation. Managers must govern in such a way that human force with applying capability, creativity can guaranteed success in the company against competitive conditions. Such thought has due accordance with basis psychology of improving professional performance, because improving professional performance not only move into organizational prominence , but also help to efficiency human life.(Mar'ashi,1995,p46) Developing professional performance of human life is to generate thought and ideas by organization employees and new content cause to equip qualities and skills that put with complete compassion and commitment of capabilities and skills along achieving organization affairs. One of important subject of development and improvement organization professional performance is it that though individual creativity of organization change to creative organization can correct its process by creativity of employees and reach to proper efficiency. So competitive privilege of organization is to have creative human force competition in the world of trade and business , beside after other factors like organization incorporation and reaching to organization with super models that commercial agencies and recent organizations are influenced more than past and constantly reaching to approaches for improving employees and process (Noor Bakhsh,2004,p44)

Specific attention to optimize human force besides prominent growth of tendencies to performance based on management in so many professional standards that are published in recent years is observable.

In performed studies by different teams during these years, it is obvious that we can use changing in all components of one organization to achieve super aims, so accessibility to a concept that may be interpreted as all components. This concept is expressed by frame of discussion "performance" in more studies. (Same, p114)

Creativity has different definitions: creativity means ability to combine ideas in the unique method or make incorporation between ideas (Robins, 1995) and contains applying mental

capabilities for making one thought or new concept (Rezaiean, 1994, p201)

In Stein's view (1997), creativity is a process that is resulting of employees effect and accepted by social group in one period as helpful and satisfactory. Muchi Yeli (1967) says that creativity is to train whatever is relating to ideas, innovation thought and imagination. (Khan Zadeh ,1979,p 10)

Diverging thought is one type of thought that revolves in different directions and leads to solutions and products (Anatzi, 1995)

#### **Gilford consider creativity as diverged thought and solving problems**

Richard Duff (1992) says change is to make whatever is different in past. Rollany believes that creativity process is logical, but it is super rational that gathers intellectual, voluntary and mental activities and motivates them. He believes that creative thought is high degree of mental health and including existence of healthy in flow of self actualization and evolution of self role. He looks this phenomenon of process self confidence that is including one realism component with one problem and evolving and severe observing knowledge with conscious and relating these matter with each other.(Ghasem Zadeh,1993,p19)

Resource of creativity can be found in Freud's view and he believes innovation of some logic thought follow plays and sports and childhood imaginations. (Shariat Madari, 1988, p410) Nowadays organization is successful and can live in the world of that constantly new thought and plans in professional organization and it are possible for managers and creative employees. Not only in organization in instructional system, is crucial emphasis on training creativity of students people grow with creativity and thought. Thought teaches how using information student and breads them creative. So creativity is necessary to keep every society and organization and need to make stability and duration every society and organization. so for making self confidence of creativity among employees, managers and employees should be used to think , because creativity made with thought and value of thought in Islamic training and value of one hour thought transcend 60 years physical prays( Arasti , 2003,p141)

In history of creativity we can consider the year 1950 as main time to meet the concept of creativity and level of its distribution in society. In this year, Gilford in American psychological council claimed regarding to collection of studies claimed that creativity should not be considered in the angle of creative product, but it can be found actually as mental talent with different degrees of translation of people like children or adults. In Gilford ' view, when human expose a problem and his life has spent in the way of habitations and ignoring problems. There is no creativity, but when he exposes problem and want to solve it, mental process and subsequent activities for solving it calls creativity. (Khan Zadeh, 1676, p19)

Creativity is necessary to promote every organization. By passing the time, uncreative organization destroys. Creativity is generation of one new thought and is necessity of innovation. Instructional supervisions can think improvement position of manager's creative. Can promote instructional quality that is to use the method of solving problem (Soltani, 2004, p48)

#### **Self confidence:**

Self confidence uses in diff forms in literature, like Self efficacy (Bandura1997)

Sport confidence (Vealey1986), Perceived competence (Harter1982), Nicholls (1984), outcome expectancies (Rotter1954), Movement Confidence (Keogh and Griffin 1982), Jones and Hardy, 1990, p45)

Self confidence means every one feels to be lovely and eligible (Marston, 1996, p19)

Self confidence means plucking listen interior motivation to receive evidence of success we want (Antony, 1997, p390)

Real self confidence is real expectation of one athlete for success; it is to accumulate unique experiences of athlete to reach different things those finally particular expectations for reaching success in future activities. Self confidence is not hope to do work but realistic expectation of doing work (Martens, 1995, p383)

Felts (1988) says that professional performance means one believe that one employees does specific works successfully to show general employees characters in all fields. (Modir Khameneh , Seyed Ameri 1992, p116)

Weinberg (1999) claims self confidence as belief on idea that you can performance successfully. Self confidence of athletes is their beliefs. Particularly they believe their capabilities for obtaining due skills and sufficiency and trust both physical and mental factors for reaching interior potential. Also he describes self confidence as real expectation of success. In merciful Quran we read: " you are surrogates of God and every trait is in God is in yourself, but limited. So God says in Quran "we predominate you in the ground and sky and in other place. God says about professional performance: tell every one acts on his or her ideas and God is wiser than other whose way has more guidance. Concept of personality in psychology is equal to entity (Shakeleh) and it is defined by priest Tabatabaiee in the book "Almizan": entity (Shakeleh) is as one motivation that draws breathe with smallest element to requirements of his or her nature and shows if everyone relieve on God and then trust himself and has self confidence he has found best ways. In other context Imam Ali says:" every one feels sense of trust, honor and magnanimity, no time he doesn't scorn with sins. (Feyzoll Islam, 1987, p320)

Points above mentioned show that relation with God and rely on him give us force of professional performance like other paradigm of Quran:"if you aim me, I will aim you and stabilize your feet." Whatever is better than God aim us, when we feel God as sponsor, we experience self confidence and deep relax. These employees on work with complete trust and finish their work successfully with concentration and continuous effort. (Rezvani, 1982, p375)

People who have self confidence can play better role in improving professional performance and use their positive and dominant traits. Meanwhile they know their motivation and defects and use high beneficence of them, hey don't deny reality of existence and in failures they don't worry, primary needs and achieving primary needs in life cause to more attempts and challenge with life problem. They look at other with good look and they trust and like other and active to keep their relation with other, people who have high self confidence are responsible and accept their responsibilities according to their age, they enjoy quoting experiences and always try to take best result.

"Dr. Arthur Wider", famous American psychologist claim in his researches people who weaken in physical forces have problem of sense of humility and are unable to adjust them with other." Ravik and McKey "informed that people who weaken in exercise and dynamic skills often have not self confidence,

shame faces and solitary and conversely people who are strong in exercise skills have prominent traits in behavior such as demission, attention, help to other and sense of solidarity.

#### **Benefit and importance of self confidence:**

Cox (1998) claims that successful exercise causes to grow self confidence and are motivation to obtain better success. Then successful implementations correlate self confidence.

Edward and Hardy (1996) convey that self confidence is one of important predicators that is relating to cognitive anxiety. They believe that self confidence tries to decrease effects of anxiety by decreasing relation anxiety. Self confidence and sense of sufficiency positive view to capability that people who have firm relation with sense of sufficiency. People who have positive experiences due to success have high self contribution: Self confidence in management view is considered within super stage of human motivation. Self confidence is one process that people contribute voluntarily and means active contribution all aspects of life (Tanhaiee, 1998, p26)

Contribution in industry and commercial domain aim people to contribute to performance of industry in possession and enforce challenging with mental seclusion resulting from work complexity, stable bases and industry and commercial reliability should be strong. Contribution in directing industry cause industrial employees invoke achieving to long purpose and put in personal purpose with increasing attempts and increase level of efficiency . Reason for developing range of self confidence in management is to not only improve self confidence of employees, but also to accept change and compatibility with changes increase (Tousi, 1993)

Manner of making contribution space: contribution of employees in works relating organization causes employees know work as their personalities and finally aren't against organization. Managers can achieve human and behavioral purposes of through evolving workers in making decisions and change part of conflicts to organization concords (Momi Zadeh, 1995, p66) Production and development in organization usual matter and all employees in all levels. Accordingly it is necessary to attract contribute of all self confidence has been done by developing questionnaire quality and proper works or contribution and use of professional and mental planning and applying. Managers with thought make group linking groups and individuals and use it within organization (Gruzel and Lagge 2001, p21)

Contribution of employees, intervention and improvement are most attractive challenge during past decades front of organization' managers. Contribution of employees and manager with purpose of determining problems and opportunities of work environment, making decision and implementing ideas and we can say that contribution is base of improving performance and when they contribute is significantly in organization's success all employees and they feel improvement. Improving proper of employees with each other:

One of aspect of developing human sources is that employees contribute to each other.

Professional evolutions provide practical contribution of employees, they contribute on status through Professional evolution or horizontal contribution, self directing teams are employees who are responsible for one complete product or process, not only team works, but also they have role in the stages of designing and promoting work. Professional evolution make a space with self confidence that substitute faith instead of

fear, accepting risk and enforced creativity, listening and trusting to members encourage them to express views.

Teams who can plan their members have power of making decision all members contribute in all decisions (Mass Kantar, 1983, p114-115)

If performance organization don't follow regarding to predicted plans, it should be found that composition of effective factors are relations in organization. since human with creative force can affect on all effective organization factors and it is heart of organization by proper relations and creativity, we can adjust technology with human (Soltani, 1998, p29) one of equalizing conflictions in organization is professional relations and by enforcing employees' contribution it is possible to decrease and equalize organization pale among employees and focus on more general subjects. Managers should be enforced by attending employees to general purposes and organization's employees achieve unity of view , action ,organization consensus and improvement of self confidence instead of conflict and opposition.(Soltani, 1996, p54-55)

In programs of making professional contribution technological requirements of creativity , innovation , correction and instruction application require involving and contributing , competition in field of quality , cost and in time presentation(products) to promoting technological innovation , creativity , flexible creativity, stable activation of communicative networks exploitation of important development of new communications: there is enough time to make and keep high employment of employees should be achieved by scarifying exploitation in work process and improvement performance ( Armstrang,2001,p7)

Mir Kamali (2000) claims quoting Riis and Bernadette": intimate speeches as well as verbal involvement are forms of professional and human relations that happen among family, work and society. Any way human relations are complex of activities that provides human need and are found as one basic need between human live together.

As a result, making professional relations on human , after providing needs introducing motivation, growth , sense of productivity , contribution , satisfactory and mutual perception cause to increase self confidence and these results show every one trust his or herself and capabilities and if he says I can do it and solve problems due to have healthy and conflict relations and is healthy mental hygiene he trust his ability by successful experiment , and feel sense of productivity in solving life problems.( Rezaian,1993)

Pattern (1) effect of different aspects between components of improving performance



So we can conclude that there is close relation between professional and human relations, because when employees of instructional unit make friendly atmosphere e , managers can do their task easily and undoubtedly , proficiency and finally

improvement of proper and human relations can be effective ( Tavakoli, 1994,p59)

Common exercises may make experiences like professional environment. psychology of exercise can be affected by some factors like stress ,anxiety , motivation and social contribution and on the other hand develop employees performance within group and if there is little difference in skill level of participations, organization can separate employees in group work , anxiety and stress of win or loser team and we conclude contribution enforces motivation , because employees feel that they are acceptable in organization , they feel self respect , professional satisfactory and contribution with management self confidence can improve, results of contributions appear within decreasing conflict and neurotic stress in work , commitment and interest to aims and better acceptance of changes. Employees decrease absence of work, because they feel having suitable place of work and are more successful. Therefore, professional contributions automatically find better relation among them because they solve problems together. Current consequents clearly show that contribution has widespread effects on complex of organization products. Moreover contribution efficiencies might not be clear soon.

**Review on performed studies:** Kart Lowin, social psychologist in Aviva university compare two methods of making change and conclude method of group contribution of women in more discussion is more than training or discourse result of research show that effect of group contribution in discussion for example changing method of cooking is 10 times than discourse of rarely training" ( Behrangi, 1992,p123)

Results of this research is generalized, for example when employees of one factory of producing pajama want to learn new method that they are given opportunity to discus self confidence and contribute and perform their ideas . One of best and most effective ways of mental growing of employees in organization is relating to athletic activities. Athletic contribution is one of effective ways for growing personal traits of persons. One trait is self confidence that considers one of human basic needs and statistics in all scientific and behavioral classes that cause to show self confidence to them to do and coaches and athletes think proper self confidence to promote athletic performance. obtained results of research that is performed by all questionnaire CSAI-2 contributed among evidence group and group who contribute volleyball show there is meaningful difference( Naghall, 20001,p101) results of research shows that there is meaningful difference between men and women contribution , also there is meaningful difference among people with diff education . meanwhile people with high education could present consultative views to managers about selecting stage of ding work , time and how doing work and also comparing average score of employees contribution show that there is meaningful difference among employees according to diff work experiences.( Karimi, 2001, p40)

Gibeon (1994) concluded by doing other study " study of relation between self confidence and self efficiency, competitive anxiety and per on top athletic in two Chinese women that level of anxiety is relating to athletic competition by their performance, it means anxiety and self confidence have converse correlation, this researcher clams that when self confidence is high and anxiety is low, individual performance is successful and its adverse is unsuccessful. In other research about comparing self confidence among top; and ordinary athletes and its relation with experience and value of exercise by

research devices " adjectival self confidence of sports "and " questionnaire of postural self confidence it is determined that best athlete technical and skill and stable presence in important races and obtaining high post result in increasing self confidence of athletes in races scene and sport competitions and questionnaire quantity of practice history has not high effect on self confidence of athletes. Do other factors like feelings affect on self confidence of employees? other research shows that attention to athletic rehabilitation in certain centers play useful role in making self confidence , decreasing feelings , increasing ability of body who suffer mental problems like stress self confidence and anxiety and sport ins not only advice , but also it is considered as one necessity (Kagour Fard and Sadeghi, 2001,pp23-24)

Mohammad Kazem Vaez MoSavi (1997) studied athletic of gunshot found that mental and physical factors is effective to improve their record study of correlation coefficient between psychological and physical factors show that there is correlation between some physical and mental traits and stagnancy of test self confidence after correlation test. Correlation of self confidence  $p=0.01$  is meaningful (Vaez MoSavi p117)

They evaluated anxiety of races and control resources and found that athletes who are interior than control group and there is meaningful relation between control resources position and athletic place of athlete with behavior type A and variable of anxiety of race and athletic self confidence. in research in title " effect of questionnaire quarterly training swimming on control resources of boy student and non athlete " show that 2 group with 25 employees in title control and experimental group who do swimming are evaluated by Router exterior employees questionnaire and researcher finds after studying about test and research test, there is meaningful diff between level of self confidence in pretest stage and post test stage with 99% reliability (Nasrollah Nejad , 1998,p74)

Sanatgaran (1999) presented study in the title " study of effect of relaxation exercise And level of postural and competitive anxiety and per level of basketballs' women in selected jims of Tehran " show that there is meaningful increasing in self confidence level in two control and experimental control in pre and post test stages and relaxing exercise cause to increase self confidence than other factors .athletes trust capabilities during exercise sessions and finally they enjoy their employees . On the other hand, physical practice and suitable body increase self confidence (Micher, 1959)

#### **Studied preventive factors of creativity on senior students of first and second stage of primary school:**

He concluded that anxiety is one of important preventive factors of creativity. Different studies did about effects of swimming on some mental factors. One study in Missouri university of Columbia was performed show that there is relation between self confidence before race and dynamic performance of swimming and diving of high school students. Participants are 5 boy students and swimmers and members of diving and swimming team of Columbia Missouri high school, range of their age is 14-18.

Registered records on all athletes about dynamic performance of swimming and diving show linear relation between self confidence before race and swimming and diving among high school students, although totally boys showed better record than girls. (Cox 1998)

Elton and Mayo and others (1933-1947) confirmed most important factor of making motivation in behavior is human

relations about professional relations in organization in famous studies" halveren" and concluded that manager not only can not satisfy employees with simple relation between work and liberty ,but also we should use factors like friendship and intimate contribution in organization employees that are fundamental principles and it is clear that these factors cause to reinforce professional relations in organization . Liker's studies are about human relationships and relation between motivation and production and also positive effects of efficiency and level of spirit. Liker claim strong spirit has direct relation with increasing product level and improving professional pref. he concluded that keeping and growing human force is more effective factor in efficiency. Ashford et al (1993) interview about why do they participate in some exercise or professional affairs and find 4 factors to invoke contribution: physical health , psychological health , improvement of professional and definite achievement. Age gender affect meaningfully on motivation of contribution, older people motivate to psychological health (Jarobesh, 2002, p-29)

Research method: according to study of effect of selected program swimming on improving performance employees in Mobarakeh steel complex and information is gathered by questionnaire, this research performed in semi experimental measuring type. This study is in 2 groups' pre test and post test that compare effect of selected practices of swimming on improving performance Mobarakeh steel employees with control group who don't contribute in swimming.

**Statistical society:** Statistical society in this study includes all male intermediate grade of Mobarakeh steel employees in year 2005 that are 6200 persons based on reports of human force reports. After announcing advertisement organization, 200 persons were interested to contribution in test. Volume of sample and sampling method: according to do swimming of performance of employees in small scale and need to time and energy by method of random sampling, 30 persons of Mobarakeh steel employees are divided into two 15 person group based on primary drug and completed testimonial form in study.

#### **Method of performing research:**

Selected program of swimming is including diff activities that are presented by variable results due to physical capabilities and level of learning of testees. Practical sessions are regulated by level of heartbeat and in first session, training swimming is noteworthy and so low severity of practices gradually add to severity of practice in next session. In primary sessions heartbeat was maximum 100-120 beat/min and gradually in last session reached 140-160 beat/min and severity was additive from first session to last session . first session are training course and last session are more practice and improvement of skill , total in all sessions we used plays and entertainment , it means 4 first sessions are training and 6 last sessions are practice and entertainment and 12 sessions between them are combination of both aspects with training swimming skills focused on breast crawl. Selected program of swimming during 8 weeks and every week from 1995/6/23 to 1995/8/23 in 24 sessions)every session are 1 hour and 15 min. selected programs of swimming is provided by respective experts are pointed by briefly.

#### **Reliability of question:**

For studying estimation of reliability questionnaire questions, primary questionnaire are given to 5 referees relating to their expert and ask them and convey their view about every questionnaire that do how these questions cover research

purposes and then compare them via statistical indexes like average, standard deviation between 5 referees and then use Kendall correlation coefficient to study reading between referees views. This coefficient is 87% that shows high reliability among 5 referees.

#### **Validity of question:**

For measuring validity of measuring device we use Chronbach Alfa coefficient. This coefficient is 69% that shows high validity measuring device.

Analysis method of data: for analyzing information and data of research we use descriptive and deductive statistical method. In descriptive diagrams and in deductive statistics we use covariance analysis. Research hypothesis: it seems that there is meaningful relation between selected swimming programs and professional relations of Mobarakeh steel employees.

It seems that there is meaningful relation between enforcing creative spirit and professional relations of Mobarakeh steel employees.

There is meaningful relation between improving contributive spirit and professional relations of Mobarakeh steel employees.

There is meaningful relation between improving self confidence and professional relations of Mobarakeh steel employees.

#### **Testing hypothesis:**

**Hypothesis1:** Selected swimming program has affected on improving professional relations of Mobarakeh steel employees.

Based on table findings (F) is meaningful relation on level  $p < 0.01$  and selected swimming program has meaningful relation on improving professional relations ( $p = 0.00$ )

Based on Atta coefficient that is 0.651 the effect of difference of variance in two groups is resulting from training and practicing swimming.

**Hypothesis2:** selected swimming program has affected on enforcing creative spirit of Mobarakeh steel employees.

Based on table findings (F) is meaningful relation on level  $p < 0.01$  and selected swimming program has meaningful relation on improving enforcing creative spirit ( $p = 0.00$ )

Based on Atta coefficient that is 0.644 the effect of difference of variance in two groups is resulting from training and practicing swimming.

**Hypothesis3:** Selected swimming program has affected on improving contributive spirit of Mobarakeh steel employees.

Based on table findings (F) is meaningful relation on level  $p < 0.01$  and selected swimming program has meaningful relation on improving contributive spirit ( $p = 0.00$ )

Based on Atta coefficient that is 0.473 the effect of difference of variance in two groups is resulting from training and practicing swimming.

**Hypothesis4:** Selected swimming program has affected on improving self confidence of Mobarakeh steel employees.

Based on table findings (F) is meaningful relation on level  $p < 0.01$  and selected swimming program has meaningful relation on improving self confidence ( $p = 0.00$ )

Based on Atta coefficient that is 0.566 the effect of difference of variance in two groups is resulting from training and practicing swimming.

**Hypothesis5:** Selected swimming program has affected on improving Professional performance of Mobarakeh steel employees.

Based on table findings (F) is meaningful relation on level  $p < 0.01$  and selected swimming program has meaningful relation on improving Professional performance ( $p = 0.00$ )

Based on Atta coefficient that is 0.788 the effect of difference of variance in two groups is resulting from training and practicing swimming.

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**Table (4-6) analysis covariance of analyzing average scores of professional relations in post test in two control and experimental tests in professional relations component**

Component statistical index	Eta	P	F	Observed Power
Professional relations	0.651	0/000	42.90	1.000

**Table (4-7) comparison of average scores professional relations after adjusting scores.**

Statistical indexes of groups	S	$\bar{X}$
Control group	0.982	21.92
Experimental group	0.982	31.13

**Table (4-7) analysis covariance of analyzing average scores of post test in two control and experimental tests in enforcing creative spirit component**

Component statistical index	Eta	P	F	Observed Power
enforcing creative spirit	0.644	0/000	48.68	1.000

**Table (4-9) comparison of average scores enforcing creative spirit after adjusting scores**

Statistical indexes of groups	S	$\bar{X}$
Control group	0.872	15.92
Experimental group	0.872	24.22

Based on data of table, average scores of control group are 15.92 and 24.22.

**Table (4-10) analysis covariance of analyzing average scores of improving contributive spirit in post test in two control and experimental tests in enforcing creative spirit component**

Component statistical index	Eta	P	F	Observed Power
improving contributive spirit	0.473	0/000	20.671	0.992

**Table (4-11) comparison of average scores improving contributive spirit after adjusting scores**

Statistical indexes of groups	S	$\bar{X}$
Control group	0.982	12.31
Experimental group	0.982	18.49

Based on data of table, average scores of control group are 12.31 and 18.49.

**Table (4-12) analysis covariance of analyzing average scores of improving self confidence in post test in two control and experimental tests in improving self confidence**

Component statistical index	Eta	P	F	Observed Power
Self confidence	0.566	0/000	29.95	0.999



**Table (4-12) comparison of average scores improving self confidence after adjusting scores**

Statistical indexes of groups	S	$\bar{X}$
Control group	0.744	14.252
Experimental group	0.744	20.214

Based on data of table, average scores of control group are 14.252 and 20.214.

**Table (4-12) analysis covariance of analyzing average scores of improving Professional performance in post test in two control and experimental tests in enforcing creative spirit component**

Component / Statistical index	Eta	P	F	Observed Power
Professional performance	0.788	0/000	85.383	0.000

**Table (4-12) comparison of average scores improving Professional performance after adjusting scores**

Statistical indexes of groups	S	$\bar{X}$
Control group	0.557	19.63
Experimental group	0.557	27.17