

The Importance of Self-Efficacy and Collective Competence Beliefs in Managerial Competence of Sports Managers'

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Abstract : Managerial competence defines as the skills that managers in managerial positions have in relation to managerial responsibilities and managerial duties. Today's organizations, which are in a competitive environment, have the desire to work with effective managers in order to be more advantageous position than the other organizations they are competing with. In today's organizations, self-efficacy and collective competence belief that determine managerial competencies of managers to assume managerial responsibility are of special importance. In this framework, the aim of this study is to examine the effects of sports managers' perceptions of self-efficacy and collective competence in managerial competence perceptions. In the study, it has also been analyzed if there is a significant difference between self-efficacy, collective competence and managerial competence levels of sports managers in terms of their gender, age, duty status, year of service and level of education. 248 sports managers, who work at the department of sports service's central and field organization at least as a chief in the manager position, have been chosen with random sampling method and they have voluntarily participated in the study. In the study, the self-efficacy scale which was developed by Schwarzer, R. & Jerusalem, M. (1995), collective competence scale developed by Goddard, Hoy and Woolfolk-Hoy (2000) and managerial competence scale developed by Cetinkaya (2009) have been used as a data collection tool. The questionnaire form used as a data collection tool in the study includes a personal information form consisting of 5 questions; questioning gender, age, duty status, years of service and level of education. In the study, Pearson Correlation Analysis has been used for defining the correlation among self-efficacy, collective competence belief, and managerial competence levels in sports managers and regression analysis have been used to define the affect of self-efficacy and collective competence belief on the perception of managerial competence. T-test for binary grouping and ANOVA analysis have been used for more than binary groups in order to determine if there is any significant difference in the level of self-efficacy, collective and managerial competence in terms of the participants' duty status, year of service and level of education. According to the research results, it has been found that there is a positive correlation between sports managers' self-efficacy, collective competence beliefs, and managerial competence levels. According to the results of the regression analysis, it is understood that the managers' perception of self-efficacy and collective competence belief significantly defines the perception of managerial competence. Also, the results show that there is no significant difference in self-efficacy, collective competence, and level of managerial competence of sports managers in terms of duty status, year of service and level of education.

Keywords : sports manager, self-efficacy, collective competence, managerial competence

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