

THE RELATIONSHIP STUDY BETWEEN COHESION AND PERFORMANCE OF PLAYERS OF HOCKEY, IN PAKISTAN

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Abstract

This paper represents the findings of a larger study which highlights the relationship between cohesion and the performance among hockey players of Pakistan in view of socio-interactional context. Pakistan won laurels in Field hockey with four World Cup and three Olympics titles to its credit but no effort has been made to find out the factors which have turned Pakistan (as a team) from the status of a giant into a pygmy during the last two decades. The foremost objective of this paper is to scrutinize the relationship between cohesion and players' performance. A sample of 296 players from 14 sport departments was chosen as respondents. Adopted questionnaire was used to collect the survey data. The findings highlighted the significant ($p=.001$) relationship between cohesion and players' performance. It is concluded that the cohesiveness among players is to be developed and expanded regarding players' performance to fulfil sport requirements. Recommendations have been made to raise the excellence, relevance, and legitimacy in team regarding cohesion with players' performance.

Keywords: Cohesion; Performance; Hockey; Pakistan.

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Introduction

Field hockey is one of the popular and well known sports not only in Asia but also played throughout the world. Hockey is a viable game where players contest opposing to their rivals on the similar turf of action(Asghar, 2011). Physical demands of the field hockey have enlarged greater than before due to both amendments in the rules and playing surface(Elferink-Gemser, Visscher, Lemmink, & Mulder, 2007). Field hockey has become the superb and the fastest sport of the world due to the latest changes in its academic and practical structure.

Cohesion is supposed to be a sticky that clamps team participants in a collected form (Onag, & Tepeci, 2014). The cohesion is defined as “a dynamic process that is reflected in the tendency for a group to stick together and remain united in the pursuit of its instrumental objectives and/or for the satisfaction of member affective needs” (Carron,Brawley, &Widmeyer, 1998). Cohesion in sport teams is not a concept of unity; it has numerous extents, for instance, social and task cohesion both representing individual or group (Carron, Shapcott, & Burke, 2007a). Social units, working in clusters, rebellious teams, criminal groups, analytical groups, and sport teams are completely dissimilar but they altogether are too comparable in the intelligence that the people remain switch together and combined in shape of the social group because they attribute to certain fundamental shared determination(Carron, 1982).

Cohesion is well thought-out a unique feature of successful teams, it may be in the area of exertion, armed, sport, or exercise (Carron, Eys, & Burke, 2007b).Recognized behavioral methods organized through sport coaches who motivated or non-motivated to players consuming particular influences on team cohesion(Stewart, &Owens, 2011). To know the backgrounds and significances related to improvement of an effective administrative environment that is social relationships (within players and leader or among the players themselves), individual gratification, cohesiveness, confidence(Carron, 1982). Cohesion in a team or group can change time to time and the major factors stick the team or group together initial in its existence can or cannot be daring once the team or group is well-built (Carron, Hausenblas, &Eys, 2005). However, the

existing cohesiveness among Pakistani hockey players is not up to the mark to perform well in international arena.

2. Methodology

2.1 Population

Population is a bigger group of all essentials in which a researcher goes to simplify his or her sample results(Johnson, & Christensen, 2012). The population of the study was all national departmental players who were registered with Pakistan Hockey Federation (PHF). The PHF is a supreme sport body in Pakistan that deals with all affairs of field hockey in Pakistan.

2.2 Sampling Procedure

The sample size was 510 respectively of field hockey players from the 14 National field hockey departments. Larger sample size improves power and reduces estimation error. According to the general rule of thumb, the sample size should not be less than 50 respondents for a correlation or regression analysis to examine the relationships (VanVoorhis, & Morgan, 2007).

Sampling is a method of forming a sample within a population; researchers examine the uniqueness of the sample collected within the population to know the uniqueness of a bigger group (Johnson, & Christensen, 2012). Two categories of sampling are often used as probability and non-probability sampling(Singh, 2007). However, purposive and convenient sampling areemployed under non-probability sampling.

2.3 Instrumentation

Researchers have used questionnaire as instrument for data collection. A questionnaire is a procedure in a survey in which individuals involve in a study are required to fill and send it back to the researcher (Creswell, 2014). The scales shown in Table 1 were adapted and modified the items afterward with the permission of original authors. The survey instrument matrix is shown in Table 1.

Table 1: Survey Instrument Matrix

| Item | Survey Questions | Literature Sources |
|----------|------------------------|--------------------------------------|
| 12 items | Performance of Players | [Chelladurai, &Saleh(1980)] |
| 09 items | Team Cohesion | [Carron, Widmeyer, & Brawley (1985)] |

2.4 Data Collection Procedure

Copies of questionnaire were circulated to players in their respective departments at the scheduled time. The participants were briefed to go their homes with the scale and sent back the filled questionnaires to the office of their departments within the prescribed time. However, to make it more convenient, the researchers' personal hand-phone numbers and e-mail addresses were also mentioned in the covering letter of the questionnaire for any inquiry or difficulty. 296 participants responded out of 510 from 14 National field hockey departments of Pakistan with their opinions in survey questionnaire.

2.5 Data Analysis Technique

Descriptive statistics and Pearson's correlation were used for analyzing the data after the process of data collection.

3. Results

A number of 296 participants with their age level of 21 to 28 years contributed to the existing study via questionnaire. A correlation matrix among sub-variables of team cohesion and players' performance was generated. The results of the analysis are shown in Table 2. There were four significant positive correlations investigated among the six imaginable mixtures. Personal factors positively and significantly correlated to tactical skill ($r = .14, p < .05$). The results exhibited that in spite of, significant relationship between personal factors of players and tactical skills, the strength of the relationship found weaker.

Table 2: Pearson Correlations among sub-variables of Cohesion and Players Performance (n-296)

| Sub-Variables | | Cohesion (Personal Factors) | Cohesion (Team Factors) |
|---|-----------------|-----------------------------------|-------------------------------|
| Players Performance (Tactical Skills) | Correlation | .139* | .817** |
| | Sig. (2-tailed) | .017 | .000 |
| Players Performance (Interpersonal Skills) | Correlation | .034 | .934** |
| | Sig. (2-tailed) | .556 | .000 |
| Players Performance (Communicational Skills) | Correlation | .034 | .931** |
| | Sig. (2-tailed) | .514 | .000 |

**correlation is significant at the 0.01 level (2- tailed)

* correlation is significant at the 0.05 level (2- tailed)

On the other hand, team factors were strongly, significantly, and positively correlated to tactical skill ($r = .82, p < .01$), interpersonal skills ($r = .93, p < .01$), and communicational skills ($r = .93, p < .01$) as displayed in Table 2. Results from the correlations analysis pointed out that team factors had a resilient, significant and positive relationship with tactical skills of national hockey players. In addition to, the analysis of the team factors also directed a significant and extremely positive correlation with interpersonal skills of field hockey players. Furthermore, the positive significant relationship between team factors and communicational skills was found higher and strong.

4. Discussions and Conclusion

The findings of the current study revealed overall significant relationship among the sub-variables of players’ performance and cohesion. Several earlier studies have confirmed the optimistic and significant relationship between cohesion and players’ performances (Alemu, & Babu, 2012), (Kanchan, & Tarandeep, 2012), (Murray, 2006), (MohdZainal, & Rosli, 2012), (Eys, et al., 2015). A study reveals that cohesion and players’ performance would improve beyond time (Chang, Duck, & Bordia, 2006). The fellow

players are considered more important component in the player's sport setting. Cohesion and performance look like as positively associated to interacting teams such as basketball and hockey, and negatively associated to sports needing independent act such as track event or coaction as rowing (Home, & Carron, 1985). Players of further cohesive teams may grasp solid mutual opinions in their capability that in line may make possible better team success.

Based on the finding, the results indicated that personal factors had positive relationship with the performance of players (tactical skills), however, the association was found very weak but significant. Though, the tactical knowledge is upraised to game ability comprising of anticipation and decision-making skills (Elferink-Gemser, et al., 2004). The reason may be that some of field hockey players play their personal game to show their abilities individually within the team and show individual performance. This may be the reason that the players have less cohesiveness among each other being a team. If all players of the team are on same page, it is not only good for players but also beneficial for the whole team. On the other hand, the finding revealed that personal factors had non-significant relationship with two of the performance variables as interpersonal skills and communicational skills. One of the study revealed that existing non-significant relationship between cohesion and team success (Landers, & Luschen, 1974). The reason may be that most of Pakistani players have less communication among each other and with coach, and less use of interpersonal skills within the course of playing the game/match (Dobrescu, 2014). However, the Pakistani coaches and team management should provide due consideration on development of interpersonal skills and communicational skills not only for the better performance but also for the improvement of overall, cohesiveness of a team.

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