

SPORTS PARTICIPATION QUESTIONNAIRES: VALIDITY AND RELIABILITY EXAMINATION

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ABSTRACT

The aim of this study was to examination of sports participation questionnaire in faculty and staff at universities and confirming its validity and reliability in Iran. in this study 379 individuals from faculty members and staff of the University of Malayer city among 4000 people by using random cluster sampling method as statistical sample. in this study after examine content validity in order to examine the construct validity exploration factor analysis and for examine reliability Cronbach alpha and for data analyzing SPSS software version 32 were used. According to factor analysis the sport participation questionnaire of members of academic staff were distributed in 8 items which consisting of Psychological (5 items), family (5 items), social (5 items), cultural (5 items), administrative (5 items), facilities (5 items) and economical (4 items). The reliability of questionnaire was calculated as 0.904 by using Cronbach's alpha correlation coefficient. The administrative factors (3.02 ± 1.02), economical factors (2.96 ± 1.00), facilities factors (2.76 ± 0.96), and social (2.55 ± 0.84) were the most important obstacles of sports participation of faculty members and university staff. Results of this study indicated that the obtained 39 item questionnaire is a proper scale for measure the sport participation of faculty members and university staff.

Keywords: Reliability, validity, sport participation, questionnaire.

1. INTRODUCTION

According to the World Health Organization, increasing physical activity can reduce health care costs and reducing the mortality rate. Exercise programs can be implemented at low costs. It seems to deal with them and encourage people in this regard would be a rational way to improve the general health of society. One of the major discussions in planning sport field is the necessity existing programs

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with the needs and problems of balance of individual and group. Exercise is one of the ways which people can overcome emotional, social and psychological stress of living in today's turbulent world. Studies have shown that people who exercise regularly, less than others are experiencing cardiovascular disorders, suffer less nervous stress and are more confidence, they are also more optimistic in life and are less depressed (Sonntag & Niessen, 2008). Sports participation considered as an essential component of the planning process in various areas, including educational, cultural and sports activities. Because in today's competitive world, one of the most important organizational resources in universities is human resources and only organizations can survive in this turbulent world that can best use of their resources and ignoring their mental and physical health can have long-term negative consequences of social, economic, political consequently irreparable damage to society so it is necessary for all universities that apply all efforts to encourage faculty and staff to exercise to improve physical health. Therefore holding each program including sports programs requires a precise understanding of existing requirements and needs, because the lack of attention to people's expectations of customers, causing a waste of money, time and manpower (Ahmadi & Kargar, 2013). the purpose of present study is combining the previous measuring tools of the barriers of sport participation in order to development and manufacture of tools for measuring the barriers to sport participation of faculty and staff, as well as validity and reliability of the questionnaire. Therefore, the role of exercise and physical activity as a strategy which could potentially assist in the goals of health, social and economic, is very important (Seyyed, Mir, Muhammad, & Gorban, 2012). Islami, Mahmoud, Khabiri and Najafian (2013) reported in their study people who have a higher education level in comparison with those who have lower education level perceive fewer barriers because educated people have more knowledge and understanding about the advantages and benefits of exercise and physical activity, as well as better compatibility with health promotion programs in comparison with other people. From the perspective of researchers one of the inhibitor causes of exercise, is lack of awareness in advantages and benefits of people and insufficient informing to the community (Aghaee & Fattahian, 2012). Therefore it seems that examine the levels of activity and the barriers of sport participation of individuals is specific to each country with economic level and the level of special culture. In a study recommended a social norms and security as one of the key aspects that may affect the participation exercise and also these results showed that health plans are popular among people more than other projects (Mehraban, Mastaneh, & Saeed, 2013) from the view of sociolinguistics, sports culture is a subculture often called sports culture. This culture includes beliefs, values, norms, habits and made the sport is human social (Physical Education Organization,

2005). Najafi (2014) concluded in his research that barriers to sport participation of mental, personal, cultural, social and family are respectively have the most and less priority and administrative, facilities and economical barriers are without impact in sport participation of staffs of Malayer city organizational employees. Therefore, understanding the needs and attitudes of Faculty members and staff of universities in planning matters relating to the development of sports and physical education is essential. High performance and efficiency of faculty members and staff of university, is something that like other resources and human resources of the society requires enjoying them from mental and physical health and peace and joy that providing these requirements is possible only in having healthy and dynamic living and efficient use of time and leisure in order to provide the public health. One of the major problems of the country's universities is lower faculty members and staff participation in sporting activities. It should be noted that university faculty members and staff are the most effective segments of society. Therefore the important issue for doing the current study is that, how it can be possible according to present condition and by desirable organizing and planning took an important step to investigate the factors influencing sport participation and physical activity and regular exercise and consistent development of our universities, faculty members and staff. But so far, few studies have been done in this field and barriers to sport participation faculty members and staff have not been fully identified. Hence given the importance of measuring the barriers of sport participation and the faculty members and university staff and need to a proper tool for measuring this concept in sport participation forced the faculty members and university staff to do standardized questionnaires of the barriers of sport participation of faculty members and the staff of universities and the present research has done with this purpose.

2. METHODS AND MATERIALS

The research method is descriptive and of survey studies. The population of this study comprised of Faculty members and staff. Jackson (2003) believes that in exploratory analysis factor the minimum sample size of 200 is defensible (Jackson, 2003) in this research for analyzing the barriers of sport participation of faculty members and staff of university the number of 379 were selected among 4000 individuals of faculty members and staff of Hamadan university with random cluster as statistical sample. The tool of the research was researcher made questionnaire that its variables its variables were obtained through investigation prestigious university textbooks, scientific papers published in prestigious journals and interviews with and sport management professors and experts. Among 100 obtained variables for measuring the barriers of sport participation 39

variables which had more repetition were identified as items of questionnaire of sport barriers. After extracting these variables, 10 individuals of experts and professors of sport management confirmed the face and content validity of the questionnaires. The reliability of questionnaire of the barriers of faculty member and staff of university in a guide study were investigated by a 30 members group of faculty members and staff. And its amount was calculated 0.904 by using Cronbach's alpha correlation coefficient and finally the questionnaire in two sections of individual characteristics (age, marital status, profession, level of education) and the main section of questionnaire items (Psychological, personal, family, social, cultural, administrative, facilities and economic) were distributed among research samples. Among 390 distributed questionnaires 370 were returned. Descriptive statistics (Frequency, mean and standard deviation) was used for evaluation of demographic characteristics and determine the amount of variables importance. And exploratory factor analysis with orthogonal rotation were used for examine the aspects and barriers of sport barriers and the reliability of research tools. The Kolmogorov-Smirnov was used to calculate the internal consistency of the subscales. All data were analyzed with SPSS version 23 and Expert Choice 11.

3. RESULTS

The results of descriptive results of the study revealed that the average age of 379 respondents was 37/84 years and the number of 69.9 percent were men and 30/1 of them were women which among them 75/2 percent are married and 24/8 are single. about employment status results indicated that 200 individuals 55/6 were formally employed, 112 individuals 25/4 percent were contractual employed and 38 individuals 19 percent were contract employment. Also 92 individuals 24.3 percent had PhD degree, 144 individuals 38 percent had MA degree, 111 individuals 29.3 percent has bachelor degree, 11 people 2.9 percent had associated degree, 21 number 5/5 percent had diploma and 114 individuals 30/1 percent were formal, 39 people 10/3 percent were official-experimental, 59 individuals 15.6 percent were contract and finally 149 percent were contractual and the average service duration was 10.84 year, the organizational position of 18 people 4/7 percent was master, the organizational position 18 people, 4.7 percent was supervisor, organizational position 18 people, 4.7 percent was supervisor, the organizational position of 23 individuals 6/1 percent was assistance, the organizational position of 42 individuals 11/1 percent was management, the organizational position of 18 people 4/7 were master, the organizational position of 15 people 33/3 percent was faculty membership, the organizational position of 19 people 27/4 percent was service and finally 59 people 15/6 percent had the

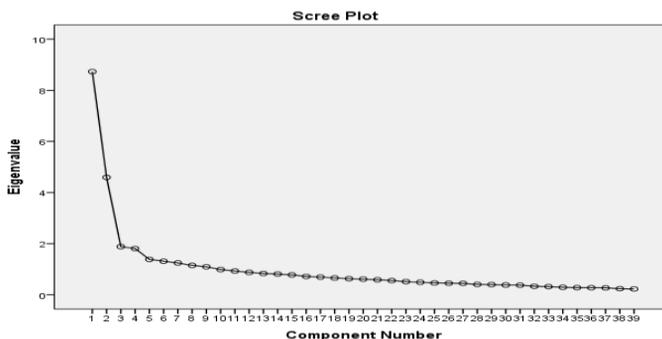
other organizational positions. According to Table 1 the amount of Kisermi and Oklin test was meaningful that identifies that there is correlation between items and indicates providing required condition for doing confirmatory factor analysis in this research. To identify the internal structure exploratory factor analysis with orthogonal rotation was used. Before implementing factor analysis, the researcher used KMO test for sampling and understating whether the number of items is enough for predicting each component. Also the Bartlet test was used for determine if the items have meaningful relationship for providing a rational basis for factor analysis. According to Leech report, Brett and Morgan (2005) KMO must be more than (%70) and Brtlet test must be less than (%5) (Tonts, 2005). Therefore, having regard to the assumptions of the test, the obtained results were the confirmatory of factor analysis. Table 1 shows the test results of Bartlet and KMO.

Table 1: The results of factor analysis of Bartlet test and KMO questionnaire

Variable	Results
KMO test for Proportional of sample size	0.871
Bartlet test for correctness of factors separation	0.001

Table 1 indicates that the size of samples is appropriate for analysis (KMO=0/871) and the Bartlet test is meaningful statistically ($p \leq 0/05$) which indicates correlation among variables. The results of test indicated that the exploratory factor analysis is proportionate with the items of questionnaire. Then by implementing the command of orthogonal rotation obtained 9 factor for explain the samples behavior. Then correlation within each of the components in the specified factors was calculated through Cronbach's alpha. Despite recommendations of Leech Brett and Morgan (2005) who have recommended Cronbach's alpha coefficient above 0/7 and according to exploratory nature of the study factors that had higher internal correlation from 0/639 were selected as proper factors for explain the barriers of sport participation. Therefore 8 factors of (Psychological, personal, family, social, cultural, administrative, facilities and economic) remained. These 8 factors devoted 58/68 percent of variance to its table the scree plot curve were used for the number of used factors. This curve showed that choosing two factors for variables is sufficient. Because after sixth factor a shift in the slope of charts is observed which indicates the lower of impact and change in the variance by seventh factors to the next but because we in this study we considered 8 subsidiaries and a contributor to the questionnaire, here we choose 8 factor as main factors for analyzing exploratory factor.

Figure 1: The chart of Scree Plot of factors



In table it can be seen that each factor how much of the total variance included

Table 2: The table of Factor analysis

Components	The special volume	The percent of variance	The cumulative percentage
First factor	8.730	22.384	22.384
Second factor	4.594	11.778	34.162
Third factor	1.883	4.829	39.991
Fourth factor	1.807	4.634	43.626
Fifth factor	1.384	3.548	47.174
Sixth factor	1.314	3.366	50.540
Seventh factor	1.244	3.190	53.730
Eighth factor	1.148	2.944	56.674

After the ninth stage of Varimax rotation these coefficients are converted as follows:

Table 3: the table of factor analysis after the ninth stage Varimax rotation

Components	The special volume	The percent of variance	The cumulative percentage
First factor (Administrative and social obstacles)	4.781	12.260	12.260
Second factor (Family and cultural barriers)	3.128	8.021	20.280
Third factor (Personal and psychological barriers)	2.969	7.612	27.892
Fourth factor (economical barriers)	2.655	6.807	34.699
Fifth factor (the personal and psychological barriers)	2.651	6.798	41.497
Sixth factor (facilities barriers)	2.584	6.628	48.122
Seventh factor (social barriers)	1.865	4.783	52.905
Eighth factor (family barriers)	1.470	3.769	56.674

We can see that the “special values” and “percentage of total variance described by agents” after the rotation have been modified and closer to each other. An analysis result of variables has come in Table 3. In this table the darker homes reflect belonging that question to a relevant factor. as it can be seen in that tale no item belongs to factors of second to eighth which is insufficient distribution. Therefore, we use varimax rotation 9 stage rotation and modulate this situation. The table 5 shows the results of varimax rotation which is more appropriate. According to varimax rotation the first factor justifies 60/12 percent of variance changes which the largest absolute value of the coefficient elements related to the first component column belongs to highlight items and include statements of administrative and social obstacles. The second factor which 8/021 percent of variance changes belong to it is the biggest absolute value of factor analysis associated with it belongs to highlight items of the column of second component and includes the items of family and cultural barriers. In the third factor 7/612 percent of variance changes belonged to it the largest absolute value of factor analysis associated with that belongs to highlight items of third component and includes items of personal and psychological barriers.in the fourth factor that 6/807 percent of variance changes is depended to it the largest absolute value of factor analysis belongs to highlight items of fourth column component and includes economic barriers items.in the fifth factor which 6/798 of variance changes depended to it ,the largest absolute value of analysis factor belongs to highlight items of the column of fifth component and includes personal and psychological items.in the sixth factor which 6/626 percent of variance changes depends to it the largest absolute values of related analysis factor belongs to highlight items of seventh component column and includes social barriers items.in the eighth factor that 3/769 percent of variance changes depends to it the largest absolute value related analysis factor belongs to highlighted items of eighth component and includes family barriers items generally these eight factors 56/674 percent of changes includes all data variance which considered as a proper value.

Table 4: Results of items factor analysis

items	Factor coefficient							
	First	second	third	fourth	fifth	sixth	seventh	eighth
ej2	0.613	0.004	0.059	0.004	0.021	0.092	-0.101	-0.246
em2	0.613	0.004	0.059	0.004	0.021	0.092	-0.101	-0.246
fa2	0.607	-0.182	-0.360	0.083	-0.080	0.135	0.196	-0.098
em3	0.586	-0.253	0.327	-0.162	-0.105	0.002	-0.020	-0.239
em4	0.579	-0.223	-0.262	0.032	-0.311	0.119	-0.274	-0.117
fa4	0.575	-0.129	-0.380	0.014	-0.309	0.080	0.053	-0.147
fa1	0.552	0.000	0.164	-0.108	-0.214	0.003	0.112	-0.390
egh2	0.549	0.333	-0.087	-0.176	-0.166	-0.327	-0.147	0.089
ej4	0.547	-0.301	-0.305	0.213	0.211	-0.082	0.116	0.060

ed2	0.543	-0.337	0.293	-0.018	-0.017	-0.005	-0.007	0.047
ej5	0.534	-0.489	0.221	-0.177	0.063	-0.144	0.113	-0.022
em5	0.526	0.094	0.169	-0.055	-0.011	0.171	-0.307	0.356
ed4	0.521	-0.085	-0.410	0.104	-0.378	-0.112	-0.074	0.005
egh3	0.512	-0.458	0.132	-0.214	-0.026	-0.078	-0.021	-0.111
ed3	0.512	-0.208	-0.412	0.122	0.372	0.013	0.183	0.122
fa5	0.505	-0.396	0.169	-0.098	-0.020	-0.017	0.189	-0.026
em1	0.497	0.157	0.072	-0.175	-0.105	-0.026	-0.371	0.266
egh1	0.494	-0.236	-0.144	0.265	-0.108	0.010	-0.242	0.137
ej3	0.493	-0.147	-0.470	0.061	0.224	0.180	0.038	0.132
ej1	0.484	-0.120	0.247	-0.007	-0.008	0.365	-0.238	0.273
kh4	0.479	0.253	0.169	-0.041	0.014	-0.123	0.327	0.367
kh3	0.467	0.370	-0.032	0.140	0.038	-0.368	0.114	-0.107
kh5	0.465	0.344	-0.041	-0.142	0.402	-0.201	-0.140	-0.067
r2	0.455	0.219	0.137	-0.013	0.139	0.125	-0.298	-0.128
ed1	0.396	0.553	0.103	0.133	-0.116	-0.072	0.070	-0.184
kh1	0.471	-0.532	0.293	-0.087	-0.017	-0.083	0.147	0.077
ed5	0.414	0.520	-0.067	-0.259	0.210	-0.112	0.030	0.176
r1	0.487	-0.508	0.234	-0.198	0.062	0.003	0.247	0.119
sh2	0.295	0.505	0.010	-0.057	-0.116	0.230	0.359	0.118

Table 5: Results of factor analysis of items after 9 rotation stages

items	Factor coefficient							
	First	second	third	fourth	fifth	sixth	seventh	eighth
ed5	0.767	-0.038	0.000	0.233	-0.031	-0.025	0.092	-0.114
ed2	0.765	0.085	-0.056	0.176	-0.059	0.065	0.061	0.063
ed1	0.761	-0.035	-0.130	0.147	0.037	0.038	0.109	-0.021
fa2	0.684	0.081	0.166	-0.097	0.050	0.226	0.116	0.176
ed4	0.673	0.068	-0.013	0.103	-0.146	0.214	0.100	0.098
ed3	0.661	-0.003	0.033	0.175	0.044	0.124	0.032	-0.014
ej4	0.629	0.020	-0.008	0.101	0.124	0.100	0.241	0.090
fa4	0.482	0.153	0.317	-0.132	0.158	0.359	-0.096	0.128
ej2	0.352	0.141	0.315	0.097	0.123	0.301	0.146	0.283
fa3	-0.036	0.750	0.098	-0.022	0.190	0.215	0.061	0.013
fa1	0.114	0.675	0.119	0.014	0.133	0.276	0.192	-0.035
kh1	-0.029	0.597	0.407	0.158	0.092	-0.115	0.163	-0.068
kh3	0.063	0.556	0.320	0.210	0.007	-0.086	0.119	0.320
kh4	0.076	0.543	0.135	0.126	0.377	0.120	-0.133	0.167
sh5	0.024	-0.377	-0.196	0.174	0.374	-0.001	0.169	0.369
r5	0.036	0.026	0.659	0.027	0.128	0.189	0.152	0.036
r3	-0.058	0.068	0.641	0.046	0.149	0.027	-0.045	-0.104
sh2	-0.038	0.344	0.610	0.105	0.063	-0.020	0.170	0.079
sh4	0.038	0.307	0.544	0.037	0.011	-0.028	0.160	0.135
r1	-0.039	0.174	0.523	0.037	0.378	0.010	0.004	-0.325
egh3	0.198	0.099	0.110	0.773	0.008	0.113	0.004	0.074
egh1	0.090	0.040	0.193	0.672	-0.054	0.258	0.149	0.012

egh2	0.298	0.086	-0.040	0.647	0.092	0.230	0.010	0.134
egh4	0.435	-0.016	-0.140	0.503	-0.023	0.140	0.124	0.128
sh1	0.059	0.205	0.093	0.029	0.761	0.072	0.055	-0.095
r4	-0.025	-0.013	0.178	-0.024	0.694	0.029	0.117	0.152
sh3	-0.027	0.181	0.118	0.022	0.655	0.079	0.145	0.174
r2	-0.030	0.373	0.366	-0.122	0.466	0.162	-0.036	0.125

According to Fornel and Larker (1981) recommendations the amount of load factor for the observed variables must be greater than 0/5. The obtained results from confirmatory factor analysis has showed in Table 6. The results of confirmatory factor analysis based on major and minor version has been drawn.

Table 6: Exploratory factor analysis

Factors and items	General Factor load	Partial factor load
Psychological barriers		
Negative impressions and shyness	0.555	0.546
Fear of being judged by others when attending the community	0.549	0.538
having unpleasant feeling when sweating	0.557	0.366
Lack of motivation to exercise	0.552	0.355
Having the unfavorable feeling to sports spaces	0.513	0.422
Personal barriers		
Having unpleasant experience and the lack of sufficient skills in sports	0.652	0.630
Lack of knowledge of the benefits of exercise and a fitness program	0.624	0.638
Tense, hard and boring of sports activities	0.534	0.734
Physical weakness	0.538	0.663
To be busy and not having enough time to exercise	0.516	0.555
Family barriers		
Family negative attitude towards sports activities	0.601	0.510
Existence many obligations and responsibilities of family	0.674	0.205
Family lack of consensus about the proposed hours of sports activities	0.583	0.631
Lack of family agreed to participate in sports trips or competitions	0.537	0.487
Lack of mobility and physical inactivity family members	0.515	0.335
Social barriers		
Negative attitudes of colleagues toward exercise	0.581	0.345
Lack of access to skilled trainers	0.559	0.467
Lack of participation of friends and colleagues in sports activities	0.574	0.519
Discouraging the exercise by the university administration	0.597	0.499
Lack of familiarity with diversity Health Promotion	0.568	0.443
Cultural barriers		

lack of consistent of sports coverage with religious observance	0.615	0.746
Lack of considering the development of sports culture in the workplace	0.610	0.770
Fears of damage to religious beliefs	0.615	0.772
The restriction to wear sports clothes from living place to sport place	0.553	0.693
Failure to inform the public about the benefits of exercise and physical activity by corporate media	0.527	0.479
	0.615	0.746

Following of table 6

Factors and items	General Factor load	Partial factor load
Administrative barriers		
Weakness of sport planning in the University	0.633	0.605
Lack of instruction or directive that requires universities to provide support for sports	0.642	0.702
Not paying attention to women's sports	0.487	0.551
Lack of attention to filling medical file for annually monitoring health	0.555	0.576
Lack of educational programs related to sport	0.667	0.662
Facilities barriers		
Lack of access to spaces and sports facilities outside of office hours	0.580	0.382
Inappropriate health status of sport stadium and facilities	0.611	0.579
Lack of a variety of and athletic fields sport and facilities	0.654	0.614
Inadequate Equipment and means of sports	0.618	0.610
Inadequate heating and cooling systems in indoor sports facilities	0.619	0.576
Economic barriers		
Expensive exercise equipment	0.590	0.561
Exercise spending in other areas	0.596	0.648
The high entrance fee for sports facilities	0.677	0.674
Lack of financial support from faculty and staff exercise	0.514	0.506

According to the results of the factor analysis for total or partial loadings greater than 0/5 can be stated that those items indicating factors and in other words they are capable of measuring considered structure.

4. DISCUSSION

One of the important characteristics of each test is its validity and reliability. This study was conducted with the purpose to investigate the validity and reliability barriers to sport participation of faculty members and staff at universities. in this

study designing items of sport participation barriers has done while investigating academic books and numerous scientific articles and interviews with sports management, experts and faculty and staff attended.

This research study showed that barriers to sport participation of 100 variables, 39 were of higher value. Based on the factor analysis the obstacles were classified in the eight psychological, personal, family, cultural, administrative, social and economic. Lack of a validate and reliable tool in order to measuring obstacles of sport participation of faculty members of universities and effective factors on their participation in order to create practical strategies in this regard and access to more productivity and success resulted that present research determines the validity and reliability the questionnaire of obstacles of sport participation of faculty members and university staff that have reliable factors and indexes in order to using for researchers and other managers in this regard Borno (1999) by doing a research stated that ,since the basis of doing any research is using validate and reliable measuring tools and construe and explanation of research results depended on validity of applied tools, thus researchers must be confident from the validity of tools that they are using in their research. The most important and essential stage in determine validity of questionnaires with different cultural contents was determine the validity of the structure of questionnaire and in this field the confirmatory factor analysis is the best tool. Barbara and William (2005) expressed that in confirmatory factor analysis, certain theoretical models compare with each other and, in fact, a useful method for reviewing the proper tools of the research is used. In examining the confirmatory the general and partial factor analysis would have supplied. This means that when we measure factor analysis of each component in comparison with all items of questionnaire the general factor load is obtained and when measure loading factor of each component in comparison with items of the same component, the partial loading factor is obtained.

When an item in terms of general factor load or in terms of partial factor load have an amount under 0/5, then that items would remove from questionnaire items. In examining the items of psychological barriers we can explain that in terms of general factor load the item of “lack of motivation for exercise” has the highest factor load. And also in terms of partial factor load of the item” Negative impressions and shyness “has the highest partially factor load. Here any of the items will not be removed and they are able in the measuring considered structures. Since the anxiety of cognitive state is related to worry and negative thoughts of people while the physical state of anxiety relates to moment to moment changes in perceived physiological activity. Physical state of anxiety is not essentially change in person’s physical activity but is the perceived of person from such change. Therefore in addition to experience negative thoughts and

comprehend pomological activities the amount of person's beliefs and the ability to deal with the challenges is also an important component from state anxiety (Dalman & Livaz, 2010) also Hubbard and Mannell (2001) stated about full time employees in their study that lack of interest and unaware of programs are not considered as the obstacles of participation in the leisure time activities. But obstacles divided into three categories of interpersonal, intrapersonal and structural which include different sub variables. Dalman and Livaz, (2010) presented a hierarchical and showed that inhibiting factors are placed in the hierarchy of decision making process and a person experience these factors in the hierarchy of individual inhibiting factors, interpersonal and structural, respectively. They are believed that participation is dependent on inhibitory factors rather Lack of inhibiting factors means of participation. Results of this research is consistent with results of Ibrahim, Karim, Oon and Ngah (2013), Najafi (2014), Mehdi and Rahima, (2014), Aghaee and Fattahian (2012), Harvey, Levesque, and Donnelly (2007) in reviewing the items of personal barriers can explain that in terms of factor load all items of "Misery Business and not having enough time to exercise" has the highest load factor. Also in terms of partially factor load the item of "hang unpleasant experiences and lack of sufficient skill in the exercise" has the highest partially factor load. Here none of the items removed and they are capable in measuring considered structures. Despite increasing public awareness about the effects of the consequences of immobility, based on the available evidence only a small percentage of the population of civil servants embracing sports programs. With the consultation exercise can be used as a way to eliminate some of the psychological barriers to effective participation in physical activity. So if not increase their level of physical exercise, they may have diminished their quality of life or even sometimes physical problems or mental suffering and reduce their effectiveness (Tonts, 2005). So try to eliminate some of the negative attitudes toward participation in sports activities is very important. Results of research consistent with results of Islami, Mahmoud, Khabiri, and Najafian (2013) and Dalman and Livaiz (2010) in examine the items of family barriers it can be explain that in terms of general factor load it item "existence a lot of commitments and family responsibilities" has the highest factor load. Also in terms of partially factor load the item "negative attitude of family toward sport activities" has the highest partially factor load. Here none of the items removed. And they can be helpful in the considered structure. The most important issue in the family socialization process through interactions with each other and impressionable of family members from each other. Therefore, it is necessary to note that in the process of sports socialization the acceptance among family members have a special importance that cause to affect the person (Hashemi & Moradi, 2011). According to conducted researches it is one of the initial

requirements for introductory familiar with supportive exercise that family applies from the person to be able while introductory entrance to sports world decide depend on interest and ability toward continuing or withdraw a sports field. Studies has shown that continues and long-term education from the media, educational centers seems that improve this aspect (Prins, Sigrid, Frank, van Lenthe, Johannes, & Anke, 2012). Results of this research is consistent with results of Aghaee and Fattahian (2012), and Dalman and Liwaiz (2010). In study the items of social barriers it can be explain that in terms of factor load the item “Discouraging the exercise by the university administration” has the highest factor load also in terms of partially factor load “negative attitudes of colleagues toward sport” has the highest factor load. Here none of the items would remove and they are helpful in measuring considered structure. Despite increasing public awareness about the effects of the consequences of immobility, only a small percentage of the population of civil servants based on the available evidence embracing sports programs. Hubbard and Mannell (2001) reported in their research implementing different sport programs will increase the interest of people to the sport so one of the good strategies is removing some personal barriers can be holding such competitions and sport festivals. So if not increase their physical activities may their quality and quantity of their life would be diminished or even occur some physical and mental problems for them and would reduce their effectiveness (Tontes, 2005). Results of this research is consistent with results of Islami, Mahmoud, Khabiri, and Najafian, (2013), Mehraban, Mastaneh, and Saeed, (2013), Najafi (2014) and Vandendriessche, Barbara, Vanderpe, and Roel, (2012). To examine the items of cultural obstacles it can be explain that in terms of factor load of item “not considering the development of sports culture in the workplace” has the highest factor load, also in terms of partially factor load the item “fear to damage to religious beliefs” has the highest partially factor load. Here none of the items removed and they can be helpful in measuring considered structure. The complexity of culture subject is due to its interdisciplinary and cross-sectorial as well as human and social factors in it (Ahmadi, 2009). In this regard Adelkhany, Vaez, Seyed, and Farahani, (2012) reported that the cultural capital of persons is effective in the attitude and their tendency to physical activity. The spiritual level or cultural basis includes values, norms, behaviors, beliefs and attitudes. And its material and tangible level related to products such as goods or services and cultural tools such as book, press, art, cinema, informing, promotion etc. (Moinaldini, & Hematkah 2012). Sport as one of the secondary institutions of modern society, come along with functions such as health, leisure, identity, prosperity and- therefore exercise, like all other phenomena in society is influenced by social and cultural factors, some scientists know sports as a cultural affair to communicate in a common language of the

world (Locker, 2002). Results of this research is consistent with results of Mir, Seyed, Sayadi, Hussein, and Syed, (2009) and Najafi (2014). To examine the items of administrative obstacles can be explaining such that in terms of factor load the item of “The lack of educational programs related to sport” Has the highest factor load also in terms of partial factor load the item “Lack of instruction or directive that requires universities to provide support for sports” has the highest factor load. Here none of the items removed and they can be helpful in measuring considered structures. Management systems, agencies and organizations is very important to organizational goals or offices, including the management systems authoritative, organized, caring, counseling and human relations (El-Gilany, Badawi, El-Khawaga, & Awadalla, 2011). Given that organizational life associated with stress, work-related stress and fatigue. In such circumstances, experts and behavioral sciences at the office, mention entertainment sport as a means of effective and suitable for recreation, increase vitality and joy. To in addition to increasing capacity for work, be effective to grow and develop ethical aspects, mental and social (AliHosseini, Bahr-al-Hassan, & Hosseini, 2014). According to the first model the contingency management that Fred Fidler proposed in this pattern two main concept of employee orientation and work orientation have been considered. A leader that characterized as an employee-oriented his work focuses on aspects of the work relationship (El-Gilany, Badawi, El-Khawaga, & Awadalla, 2011) results of research consistent with results Prins *et al.* (2012), Hang and Hamrfis (2012). To examine the items of facilities obstacles it can be explain that in terms of factor load the item “Lack of access to suitable spaces and sports facilities outside of office hours” has the highest factor load, also in terms of partial factor load the item “The inadequate health status of sport places” has the highest partially factor load. Here none of the items would remove. And they can be helpful in the measuring considered structures. It should be noted that existence of sport facilities has the highest role in the attraction and sport participation of citizens in public and leisure sport programs and increasing quality in the offering place services and sport facilities can increase the satisfaction and sport participation of people. The findings of researches of planning team for national Australian institute in 2000, know effective the proximity of sport places to place of citizens residence in increasing sport participations of citizens.in findings of (Salllis, Buman, & Pratt, 1998) sport places as the most basic hardware part in the physical Education Organization and sport and a part of the facilities and human organizations which directly and not directly affects its surrounding environment. Sport facilities in addition to its positive consequences such as increased prosperity, employment, communications, transportation, enjoyment of facilities and services, etc., may result in undesirable consequences such as environmental

problems, cultural problems, social, and so on (Ali Hosseini *et al.*, 2014). Results of research consistent with results of Mehdizadeh *et al.* (2014), Najafi (2014). To examine the items of economic obstacles it can be explain that in terms of general factor load the item “The lack of financial support from faculty and staff in sporting activities” has the highest factor load and also in terms of partial factor load the item “The high cost to entrance sports facilities “has the highest partial factor load. Also during these years the economic aspects has always been one of the most important state matters. One thing that will help to accomplish this is to examine the factors influencing people’s attitudes towards this issue. Among these factors we can mention the kind of person’s motivation toward sport participation that indicates their attitude toward public sport and some effective factors on it such as the social-economic status (Islami *et al.*, 2013). In another research indicated that factors such as financial, facilities, expertise human resource problems and restrictions related to membership in teams are examples of sport participation obstacles. Therefore, economic obstacles considered as obstacles that have positive impact on reducing effect of sport of faculty member and staffs of Malayer University. In this aspect obstacles such as low income, high entrance to sport places, investing sport costs in another places, expensive exercise equipment’s... are effective on lack participation of faculty members and university staff. The mentioned cases indicate that people who have higher education level and better socio-economic status regularly do exercise which its reason is having more awareness toward physical education (Hang & Hamfris, 2012). Because the most evident effects of economic factor on sport participation is its effect on choosing desirable sport and the higher class of people in terms of economic they would have lower constriction to choose type of sport. And should not be ignored that the maintenance staff is very important in offices (Moinaldini, & Hematkhah, 2012). Results of this study is consistent with Dalman & Liwaiz (2010), El-Gilany *et al.* (2011) and Vandendriessche *et al.* (2012). Here no items removed. And they can helpful in measuring considered structure. Finally due to obtained results from this research, the questionnaire of the barriers of sport participation of faculty members and university staff is a reliable and validate tool that increases the international support of validity of this model. And we can use this tool to assess the barriers and incentives used their presence in universities and obtain reliable and stable results. In other words, the data collected through this questionnaire, provide credible information about barriers to sport participation.

5. CONCLUSION

In the final conclusion, it can be stated that the questionnaire was a multidimensional instrument consists of psychological, social, cultural, familial, personal, administrative, and economic barriers with confirming construct validity.

Given the extensive applicable of this questionnaire in different countries, it is recommended that other researchers in our country in order to measuring the obstacles of sport participation of faculty members and the universities of our country to use this questionnaire to obtain more validate results.

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