

Challenges of Human Resource Management in the Development of Sport in Ethiopia

Dr. Tesfaye Dessalegn Wondimteka^{1*} Daniel Getnet Admit²

¹ Assistance Professor, Quality Assurance Coordinator of Sport Academy, Bahidar University, Ethiopia

² Senior Technical Assistant

Abstract – Now a day's sports business and organization must invest in their human recourses for the effective and efficient organization of the operation (Khasawneh, 2011). The youth and sports offices have a responsibility to build and organize human resources to capable of sustainable sports development. However, the researcher observed the human resource management department of a sports organization unable to properly put in practice the function of human resource management practices. Due to that the expansion and development of sports became awkward and not sustainable in Amhara region, Ethiopia. The main finding of this study was to investigate the major challenges of human resources management on expansion and development of sports in Amhara region, Ethiopia. As a result of the mean percentage indicated 90.26% respondents respond the human resource management practices is low and puts the human resources management practices under the first quartile this, prevailed that the human resource management practices effect to the development of sport is low. The present study also identified there was a significant moderate positive association between reward, employee training, and sports development. Yet, weak positive association exhibited between hiring and selecting, working condition of human resource management function and sports development. The regression result depicted that $R= 0.462(46.2\%)$, it means that the human resource development management functions practiced in sports organization below half and not satisfactory. Meanwhile, the researcher confirmed through multiple regression each human resources function predict the potential for sports development and in the result, the working condition and reward system has a significant effect on sports development. On the other hand, performance appraisal and employees training have shown insignificant role and remain major challenges for the development of the Amhara region, Sport in Ethiopia.

Keywords – Human resource management practice (selecting and hiring, working condition, performance appraisal, reward system, and employee training) Sports development (increasing types of sport, number of participants, and refined skill, highly regulated by rule and regulation and high in competitive in nature)

-----X-----

INTRODUCTION

Resource managers consider human resource to be a significant factor that can have an influence on and transmute other recourse (financial, facility, and material) into valuable sources (Cheuadurai, & Madella, 2006). Thus, an organization can invest in the education and training of employees to increase their knowledge, expertise skill, and through this, the organization can ultimately maximize its productivity (change from amateur to professionalism) skills, attitudes, and talent regarding an organization task and relationship. and output (quality service and sports development) (Khasawneh, 2011). Human resource is critically important for sports development (Chandra Kumar & Sparrow, 2004) because human resource consists of different).

There are several important human resource management practices that should support the organization's strategy: analyzing work and designing jobs, recruitment, and selection placement, training and development, employee performance evaluation employees rewarding, promotion, and grievance procedure and pension or social security. With effective human resource management practices, employees and customers tend to be more satisfied and the organization tends to be more innovative, have greater productivity and develop a more favorable reputation in the community (Reymond & Noe, 2011).

Little research has been conducted on the influence of human management function practices

for the sports development in Amhara region, Ethiopia. The present study was focused on human resource management practices: working condition, reward, appraisal, employees training and selection and hiring contribution to the sports development. The purpose of the study was to examine sports development at Amhara region, Ethiopia.

METHOD

This study was conducted in Amhara region, Ethiopia. The study data was gathering from 3 zonal sports office line managers, 21 wereda sport and youth office cadres and 108 sports expertise. The total number of a population under study was 132. To examine the challenge of human resource management practices for sports development. The data was gathered through questionnaires in February 2018.

The analysis has been done by SPSS V.23 program, with descriptive and inferential statistics, percentage, Pearson product moment and multiple regressions. The interpretation was made by referring to the corresponding value of statistics

RESULT

Percentage response of human resource management in questions table one shows the following result (table 1). The percentage of selection and hiring, working condition, performance appraisal, reward system and employee training were strongly agree 0%,0%,0%,6.9%,0%, agree0.51%, 0.8,0.4,6.73 and 0.72%; Neutral 4.93%, 13.64%, 4.9%, 5%, 3.6%; Disagree 88.11%, 83%, 82.1%, 74.7%, and 79.1% and strongly disagree 6.5%, 5.53%, 12.6%, 6.6%, 14.2% respectively. As a result, disagree and strongly disagree respondents' percentage was high. From this result, we found that all human resource management practices applied in a low manner for the sports development of the Amhara region in Ethiopia

Table 1. Percentage response for human resource management practices question

No.	Variable	Strongly agree %	Agree %	Neutral %	Disagree %	Strongly disagree %
1	Selection and hiring	-	0.51	4.93	88.11	6.5
2	Working condition	-	0.8	13.64	83	5.53
3	Performance appraisal	-	0.4	4.9	82.1	12.6
4	Reward system	6.9	6.73	5	74.7	6.6
5	Employee training	-	0.72	6	79.1	14.2
6	Sport development		0.29	4.01	95.7	-

Also, table two shows the correlation analysis to find out the relationship between human resources practices those are, working condition, performance

appraisal, employees training, reward system, and sports development. As table two result depicted the correlation of appraisal, reward and employee training were .502**,.678** and .505** respectively meanwhile the correlation of selection and hiring and working condition were $r=.308^{**}$, $r=.411^{**}$, result . from this result we found that a moderate positive association between appraisal, reward and employee training with sport development on the other hand selection and hiring and working condition have shown weak positive association at $P=0.01$ level

Table 2. The Pearson correlation analysis between human management resource practices and sport development (N=108)

Human resource practices	Dependent Variable	r	Sig.
Selection and hiring	Sport development	.308**	.001
Working condition	Sport development	.411**	.000
Performance appraisal	Sport development	.502**	.000
Reward system	Sport development	.638**	.000
Employees training	Sport development	.505**	.000
Sport development	Sport development	1	.000

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

Table three shows, regression analysis of independently the human management resource practices on the sports development dependent variable. As the result indicated hiring and selection, appraisal and employee training were $B=-.008$, $B=.081$, $B=-.053$, respectively. Working condition and reward $B=.126$ and $B=.616$. These reflect that when the independent variable changes by one then the effectiveness of the dependent variable (sports development) changed with the indicated coefficient. Overall, selection and hiring had the least effect on sports development followed by employees training and performance appraisal respectively. However, the reward system and working condition was a good effect on sports development.

Table 3. Regression analysis coefficient of human management practices independently with sport development

	B	Std. Error	Beta	T	Sig.
constant	-.120	.354		-.339	.735
Selection and hiring	-.008	.068	-.011	-.120	.905
Working condition	.126	.044	.248	2.858	.005
Performance appraisal	.081	.104	.080	.777	.439
Reward system	.616	.137	.554	4.493	.000
Employees training	-.053	.112	-.059	-.474	.636

DISCUSSION

All results of the present study showed that all human resource practices in a low manner and particularly hiring and selection, appraisal, and employee training; Human management resource

practices had insignificant input for the development of sport in Amhara region, Ethiopia. Hence, even the low practice of human resource management function is due to the working environment and reward system.

Delery & Doty (1996); Huselid (1995) highlight the advantages of the human resource management practices and systems make an important contribution to organization performance (Schuler et.al. 2000), also attracting motivating; and retaining employees to ensure the survival of the organization. Moreover (sell, Bryan 2011) human resource practices such as training and development performance appraisal encourage the employees to work better in order to increase the organization performance, this argument strengthening the present finding

CONCLUSION

The result of the present study indicates the human resource management practices working condition and reward system had significant low contribution on the sport development on the contrary hiring and selection, appraisal and employee training had brought insignificant least contribution and remained the major challenge to improve human resource ultimately for the developing sport in Amhara state, Ethiopia. Hence the youth and sport office employees increase their efficiency of human management resource to the top level to overcome the challenges effect for better sport development.

REFERENCES

- Delery, J., & Doty, D. (1996). Modes of theorizing in strategic human resources management: Tests of universalistic, contingency, and configurational performance prediction. *Academy of Management Journal*, 39(4), pp. 802-835.
- Huselid, M. (1995), the impact of human resource management practices on Turnover, productivity and corporate financial performance, *The Academy of Management Journal*, Vol.38, pp. 635-672.
- Khasawneh, S. 2011). Human capital planning in higher education institutions: a strategic human resource development. *International Journal of education management*, 25(6), pp. 534-544. DOI: [HTTP:// dx. Doi.org/10.1108/09513541111159040](http://dx.doi.org/10.1108/09513541111159040)
- Schuler, S., & Jackson, E. (2000). *Managing human resource: A partnership perspective*, south-western college publishing, Cincinnati, OH
- Sell, L., & Bryan, C, (2011). Job satisfaction, Work Environment, and Reward Motivational

Theory revisitedlabr. *LABOUR*, 25(1), pp. 1-23.

Corresponding Author

Dr. Tesfaye Dessalegn Wondimteka*

Assistance Professor, Quality Assurance Coordinator of Sport Academy, Bahidar University, Ethiopia

ttdesalegn@yahoo.com