

## **INFLUENCE OF DEMOGRAPHIC CHARACTERISTICS OF ATHLETES GROUPS OF AGES ON THE DIFFERENT PREFERRED LEADERSHIP STYLES OF COACHES IN SPORTS COUNCIL IN KOGI STATE, NIGERIA**

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### **ABSTRACT**

The study examines the influence of different age's demographics characteristics of athletes groups on preferred leadership styles of coaches in sports councils in Kogi state Nigeria. The population of this study consisted of athletics groups from sports councils in Kogi state of about 850 subjects and a total of 175 respondents were selected at random from sports council in the state. The instrument used for the study was a self-developed and validated questionnaire which contained (60) items and pilot tested with reliability coefficient with scores obtained as .79. One null hypothesis was formulated to guide the study while one way analysis of variance (ANOVA) and post-hoc least significant differences was used in testing the hypothesis and the level of the significance differences in the leadership styles. The outcome of the study revealed that there was no significant difference between the athletes of different age groups in preference of transactional and lesser fair leadership styles. As a way forward it is therefore, recommended that coaches should adopt transformational leadership styles in their approach to coaching if they want improvement in their athletes sports performance.

**Key words:** Athlete groups , Coaches, Leadership Styles, Sports Council

### **Introduction**

For some years now, leaders and leadership studies have been the focus of attraction by management scholars. It all begins as a matter of speculation leading to empirical studies and theorization following the premise, Abdulsalam, (2000) attempted a dysfunction between leadership and headship. To him, leadership are two different phenomena, although he agreed they could possibly be found within a single personality. Ladani, (2013) defined leadership as a process of interaction among individuals and groups that includes a structured or restructured situation, member expectations and perceptions. Leadership can be explained as the ability of an individual to have power that focuses on how to establish directions by adaption forces. Hersey et al, (2012) on the other hand, reported that age is the length of a person or things have existed. He further explained that age is a particular stage in someone's life, old age or a distrust period of history. Moods & King, (2012) believed that age influences individual behavior based on both individual and organizational goals. Blenched, (2013) observed that age can influence the patterns of behaviors that leaders and subordinates display during their work with and through others. Leadership styles can be classified according to leaders power, age and behavior as autocracies, democracies, and Laissez fair, which styles are distinguished by the influence leaders have on subordinates (Mullens, 2008 & Robenson 2008). More specifically, power and age game have been considered the potentials of a process to influence people (Hersey, 2009). Age is a part of the influence process at the core of leadership. Northouse (2008) and Nonemear (2009) stressed that the autocratic style is embedded in leadership who have full organizational power and authority for decision making without sharing it with their subordinates,

while a democratic style implied that the leaders share their authorities of decision-making with employees and delegates and finally, a laissez-faire of free-rein style exists where leaders give their employees most of the authority over decision-making.

Purpose of the study:

The purpose of the study is to examine the influence of demographics characteristics of athletes groups of ages on the different preferred leadership styles of coaches in sports council in Kogi state, Nigeria.

Research question:

For the purpose of this study one (1) research question was formulated to guide the study

1. Will the age of athletes groups influence the preferred leadership styles of coaches in sport council in Kogi state?

### **Research hypothesis**

For the purpose of this study one (1) null hypothesis was formulated to guide the study

H<sub>01</sub>: Age of athletes group will not significantly influence the preferred leadership styles of coaches in sports council in Kogi state.

### **Materials and Methods**

The information required to examine the influence of demographic characteristics of athletes group of age on the different preferred leadership styles of coaches in sports council of Kogi state, Nigeria was already available without the manipulation of variable. Therefore, ex-post facto research design was used in this study. The sample for this study consisted of one hundred (175) athletes (respondents) was selected at random from population of four hundred (850) in the sports council of Kogi state. The main instrument used was a structured and validated questionnaire to elicit appropriate information from the respondents. The design questionnaire use presented to the experts in sport administration for their input and necessary comments. Their suggestions and corrections were adopted in the final printout of the one questionnaire which was personally distributed to the selected members of sports council in Kogi state for the study. The filled and returned questionnaire were however collected for data analysis. The statistics of frequencies and percentage, mean and standard deviation. The null hypothesis was tested using one way analysis of variance (ANOVA), schaffe post hoc test the least significance differences and independent t-test sample at the 0.05 alpha level of significance.

### **Results and Discussion**

**Research Question One:** Will the age of athlete groups influence the preferred leadership styles of coaches in sport council in Kogi state?

H<sub>1</sub> There is no significant difference among athlete groups of different age on the preferred leadership styles of coaches in sport council in Kogi state.

**Table 1:** Summary of ANOVA on preference of coaches' leadership styles by Athletes age group

Leadership styles	Source	Sum of Squares	Df	Mean square	F	Sig
Transformational	Between groups	28.818	3	9.606	12.518	.000
	Within group	486.492	634	.767		
	Total	515.309	637			
Transactional	Between groups	3.214	3	1.071	1.563	.197
	Within group	434.382	634	.685		
	Total	437.596	637			
Laissez Faire	Between groups	1.218	3	1.050	.0387	.763
	Within group	665.868	634	.406		
	Total	667.085	637			
Leadership	Between groups	5.862	3	1.954	4.197	.006
	Within groups	295.181	634	.466		
	Total	301.043	637			

The above table revealed that athletes of different age groups were significantly different in their preference for transformation leadership styles ( $P < 0.05$ ). However, there was no significant difference between the athlete of the difference age groups in their preference of transactional and laissez faire leadership style, there was significant variability in the rating of the different age groups preference of the coaches' leadership styles ( $P > 0.05$ ) in the overall assessment of the choice of the coaches leadership styles there was significant variability in the rating of the deferent age groups preference of the coaches leadership style ( $P < 0.05$ ) This is occasioned by the fact that the calculated f-ratio of 12.518 is less than f-critical of 2.60 at 0.05 level of confidence, therefore the null hypothesis, which states that there is no significant difference among the athletic groups of different ages on the preferred leadership styles of coaches in Kogi state is thus rejected.

A post-hoc test was carried out on the mean scores to determine the age groups of athletes that were significantly different from the others in their reference rating of the coaches leadership style using the schaffe procedure the result summarized in table two (2) below

**Table II Schaffer procedure on coaches leadership styles preference by athletes age groups**

Leader styles	(i) ages	(j) ages	(i-j) mean difference	Std	Sig (p)
Transformational style	20years	20-25yrs	-.246	.111	.176
		26-30yrs	-.446(*)	.109	.001
		Above 30yrs	-.671(*)	.119	.000
	20-25yrs	20 years			
		20-25yrs	-.246	.111	.176
		26-30yrs	.200	.086	.148
		Above 30yrs	.225	.097	.145
	26-30yrs	20years	.446(*)	.109	.001
		20-25yrs	.200	.086	.148
		Above 30yrs	-.225	.097	.145
	Above 30yrs	20years	.671(*)	.119	.000
		20-25yrs	.425(*)	.098	.000
		26-30yrs	.225	.097	.145
Leadership	20years	20-25yrs	-.7136	0.8609	.876
		26-30yrs	.2050	.08495	.876
		Above 30yrs	-.27052(*)	.09267	.122
	20-25yrs	<20days	-.20503	.08609	.816
		20-25yrs	.06549	.06713	.266
		<20years	.20503	.7667	.081
	26-30yrs	20-25yrs	-.06549	.08495	.122
		<20yrs	.27052(*)	0.7538	.860
	Above 30yrs	21-25yrs	.19916	0.9267	.037
		26-30yrs	.06549	.0766	.081
				.07538	.860

The above table revealed significance variability among the athletes of different age group is more of the magnitude on rating them in divergence opinion. This is because most of the athletes expressed their preference for transformational leadership. However, athletes between 26 and 30 years were significantly higher in their preference of the transformational leadership qualities of coaches than those between 20 and 25years and those below 20 years. Between athletes who were above 30 years and those between 28 and 30 years were significantly different in their preference of the transformational leadership qualities of coaches than those between 20 and 25 years and those below 20 years. Between athletes who use above 30 years use significantly different in their preference of the transformational leadership styles of coaches from those who use below 20 years and those who were between 20 and 25 years.

For the overall preference, only athletes who were above 30 years were found to differ significantly in their rating of the leadership preference from athletes whose ages were below 20 years. Between athletes of other ages, and those above the 30 years age, no significant difference was observed in their coaches leadership styles preference rating. This means that the age of the athlete had a significant influence on their preferred leadership styles of coaches.

## Discussion of findings

The influences of demographic characteristics of athlete group's ages different from the preferred leadership styles of the coaches in Nigeria was investigated in this study. With the analysis of variance procedure, the result revealed that athletes who were 26 and 30 years of ages and those above 30 years of ages were significantly different from those below 20 years of ages. The null hypothesis was therefore rejected. This trend of age difference was found to cut across the difference leadership styles investigated in this study. This revealing that age has on athletes preferred coaches'

leadership styles. This finding is consistent with Blanchard (2000) who believed that age influence individuals and organizational goals. The finding also agreed with Hersey (2001) where power and age were considered to be the potentials of a process to influence people and Northouse (2005) where age is described as a part of the influence process at the core leadership.

## **Findings**

The finding of the study is as follows;

The finding from the analysis of the data and test of study hypothesis are summarized below

1. Athlete in Kogi state sports council generally preferred coaches with transformational leadership style irrespective of their grouping
2. Athletes in Kogi state did not generally like leadership styles of coaches who exhibited transactional and laissez-faire qualities
3. The type of athletes sport grouping has significant influence on the preferred leadership styles of coaches by athlete
4. Ages of athletes have significant influence on their preferred leadership styles of caches

## **Conclusion;**

Based on the finding of this study it could be concluded that among other:

1. Athletes in Kogi state sport council generally preferred the transformational leadership styles of coaches irrespective of their sports grouping such as ages, educational gender etc.
2. Athletes in Kogi state sport council did not generally like the leadership styles transactional and styles of coaches
3. The demographic characteristics of athletes have significant influence on their preferred leadership styles of coaches

## **Recommendation**

Based in the finding from the analyzed data, the researcher would recommend as follow:

That coaching classes should be organized by management of Kogi state sports council and spores managers who are experts in transformational leadership training should be invited to psyche coaches on the need to adopt transformational leadership qualities for the benefits of athletes, coaches and the sports council.

## **Conflict of Interest**

No conflict declared.

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