

## ATHLETES' SATISFACTION, INTRINSIC MOTIVATION AND PERFORMANCE OF ARCHERS IN MALAYSIA

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### Abstract

Performance in sports activities serves as a crucial indicator for ranking position among athletes. Today in Malaysia, improving athletes' performance and ensuring continuity of athletes is pertinent for the national sport development in realizing the potential among citizens who have passion for sports. This study examines relationships between athletes' satisfaction and intrinsic motivation as contributor to athletes' performance. A total of 139 questionnaires were administered among participants in the National Open Competition in Universiti Putra Malaysia (UPM) and Universiti Utara Malaysia (UUM). Data were analyzing using SPSS version 19.0. The results revealed that, majority of the participants have low performance of 57.5 percent. Also, some athletes have moderate performance of 43.2 percent; while athletes with high performance were only 2.30 percent. The Pearson correlation analysis shows there is no significant relationship on athletes' satisfaction and intrinsic motivation with performance ( $p > 0.001$ ). The study further recommend among others, there should be more support for the athletes that are involving in archery games in order to bring the best out of them which will trigger high performance in them both at the national and international level.

**Keywords:** Athletes' Satisfaction, Motivation, Performance

### Introduction

Improving athletes' performance and ensuring continuity of athletes is important for national sport development. However, in national sport archery, there was lot of turnover happened among them and it became a common scenario in Malaysia. Eventually, there is no action has been taken to solve this problem among the sport authorities. Unfortunately, this athletes' turnover actually leads to issues of maintaining the performance. Past research shows that, factor such as athletes' satisfaction and motivation have significant influence on athletes' performance (Gillet, et al., 2010; Vallerand, Amoura & Baldes, 2010; Lorimer, 2011). A study conducted by Lorimer, (2011) required athletes' satisfaction measured by coaches' and athletes' perception of performance. Gillet et al., (2010), required a positive influence of intrinsic motivation on athletes' performance. These studies however have investigated athlete performance based on athletes' perception without based on athletes' actual performance. In fact, not many studies have been conducted to examine factors contributing to athletes' actual performance. So far, study conducted by Li, Chi, Yeh, Guo, Ou, & Kao (2011) conducted study among high school handball athletes studied on the actual performance whereby it was rated by the coach. Therefore, more studies examining on athlete actual performance among archers should be conducted. The result of this study carried out the theoretical perspective in sport context whereby using the Interdependence Theory (Kelley & Thibaut, 1978) explaining on how ones' person action will influence on other persons' behavior, and self-determined theory (Deci & Ryan, 2000) explains the internal feeling of effort.

### Problem identified

In Malaysia, the popularity of archery is arising since 2008 which the *recurve* team men qualified for the Olympic Beijing, 2008. Ever since the glorious day has come to our national archers, news and media keep updating to what its latest. It become like a celebrity athletes in Malaysia. However, two members in this team are unable to maintain their performance until the past Olympic London, 2012. Although there is an improvement on team's men *recurve* which they won silver medal world cup 2013 defeated by team Mexico, however it does not show the consistency of archer in sport arena. The scenario of having new athletes represents the national team also an issue of sport archery to maintain their performance at the world class stage. It is unavoidable that performance may be affect by some factors and previous research had showed that satisfaction and intrinsic motivation has it influences on performance (Lorimer, 2011; Gillet et al., 2010). Thus, this study is intent to study athletes' satisfaction and intrinsic motivation as a factor that contribute to performance.

**Objectives:**

1. To explain the level of athletes' performance.
2. To derive a relationship of athletes' satisfaction and performance.
3. To determine a relationship of intrinsic motivation and performance.

**Literature Review**

In the world of sport, performance is the best achievement level of an athlete. It is the best state of athlete's condition and obtained highest score. Reviewed of literature had found identification of performance by Gee (2010), which are *relative performance and absolute performance*. Relative performance is depends on the surrounding environment such as peer, crowds, official games or even internally where physiological injury and mentally affected. Base on the study by Gee (2010), the concept of relative performance was adapted in this study. However, the element of surrounding environment in this study was placed by coach and teammates whereas the internal factor was placed by athlete self. Meanwhile, the absolute performance was adapted in this study as the percentage of score obtained in the competition comparing with the training score. In archery, athletes' performance was determined by comparing the score obtained with the present score. It is a standardized to measure performance for archers in Malaysia since our national head coach Lee Jae Hyung made a comparison between two consecutive competitions as he was saying after the team men *recurve* defeated by Mexico in World Cup Final in Columbia.

*"It is a big improvement compared to the first two stages in Shanghai and Antalya. The team made it to quarter-finals in Shanghai but was eliminated in the first round in Antalya last month. This should put the team in good stead as they get ready for the World Archery Championships in Antalya in October," said Jae-hyung*

In this study since it hard to fine the same person in two consecutive tournaments, therefore the researcher look at performance as the score obtained in the competition comparing with the training score as absolute performance.

***i) Performance is influenced by Coach***

Despite, an athlete is connected to the environment where team and coach are existed, therefore coach needs to monitor and lead athletes to the right path. Relating to that, it shows that performance depends on social environment factor where a person experienced certain event or situation (Jackson et al., 2001). Situational performance is focusing on situational aspects which facilitators (e.g., coach) and impediments (e.g., action by coach) influenced performance of athletes (Sonnentag, 2001). Similarly previous research has shown that athletes' performance depends on the coaches' behavior (Nazaruddin, 2009). It shows that the coach is the important element for athlete to perform well. It depends on the situation where the coach's action will affect athletes' satisfaction during training or competition thus impact the result of athletes' performance. Previous researched have shown there are various factors that can make athletes to perform well such as coach's competency (Myers, 2011) , coach's leadership (Kumar, 2012), and coach-athlete relationship (Jowett, 2011). Hence, coach is the element that can make athletes to perform well because both of them are attached together (Lorimer, 2011), and athletes need to have good interaction with coach in order to perform well (Gee, 2010).

***ii) Performance is influenced by Team***

Teammates also play an important role to athlete's performance. It has been said that team interaction is the main point for athletes to work together towards achieving a common goal (Turman, 2008). The interaction between the team will likely increase athletes to pursue a common goal which then lead to achievement performance (Karreman et al., 2009). Even though archery is more on individual games, yet it still have event in the team match. Moreover, for our national archers, they receive their glorious day won a medal in international competition (e.g Sea games, Asian GP & World cup) through the team event. Therefore, there is no isolation of teamwork in this archery. Perhaps previous study had shown that team cohesion affect individual group member behavior that leads to the athlete's performance, and it is more important for

coaches to focus on the team rather than individual (Turman, 2008). In addition previous researched had shown that the team collaboration has a significant relationship with collective efficacy that affect on performance (Katz-Navon & Erez, 2005).

### ***ii) Performance is influenced by self***

Besides, an individual also play an important role for his/her success. Win or lose is all depends on athletes intrinsic motivation (Gillet et al., 2010) self concept (Jackson et al., 2001) and self satisfaction (Reimer & Chelladurai, 1998). Athlete holds the responsibility to play with honor and courage as to achieve the goal and also to show the performance. It depends on athletes' consistency, mental and physical toughness to face the battle. Athletes' satisfaction on her/him self also show a significant relationship with performance (Lorimer, 2011). Moreover, athletes' inner thinking and effort is important for success, as previous researched mentions that motivation is the key that drive a person to success (Abu Samah, Adekalu, Omar, & Ismi, 2013). It was also supported by Gillet et al., (2010) whereby intrinsic motivation play a fundamental role on performance. Furthermore, Lorimer (2011) explained that perception on self is important to determine their outcome and it portray that whatever they perceived will demonstrate their actions.

### ***Interdependence theory***

The Interdependence Theory (Kelley & Thibaut, 1978) explains how ones' person action will influence on other persons' behavior. There are two types of social interdependence theory which are positive and negative. The positive interdependence is the action of individual may lead to one's goal achievement, whereas the negative interdependence is opposite positive action of individual that tend to drag one's in the failure of goal attainment. It means that the relationship between two parties formed base on the benefits and the outcomes received. Relating the theory in this study, it explains that the outcome of a person (e.g.; athlete) is triggered by the contacted person (e.g., coach and teammates) whether positive or negative. In this case, the positive interaction of coach and teammates with the athlete may generate athlete's satisfaction. Coach who giving the guidance, instructions, and knowledge either training or competition will raise some sort of feeling satisfied or dissatisfied upon athletes (Lorimer, 2011). Similarly, team that shows collaboration, integration, spiritual and cohesion, will tend to influence positive outcome (Katz-Navon & Erez, 2005). Indeed, as the basic premises of a goal structure is the goal attainment, to meet the goal requires interaction within the coach and team which then contribute to the outcome (Johnson & Johnson, 2005). Therefore, by fostering good interaction with the coach and team can lead an athlete to perform well.

### ***Self-Determined Theory***

Despite, performance is influence by self is portrays under the self determined theory by Deci & Ryan (2000). Self-determined theory was proposed three basic needs that have to be satisfied for and individual to experience a healthy life. Intrinsic motivation has a great connection to portray a self-determined theory (Mageau & Vallerand, 2003). Previous research mentions individual achieved an intrinsic motivation state because of the psychological need (autonomy, competence & relatedness) is being satisfied (Banack, H., R., Sabiston, C., M. & Bloom, G., A., 2011). Moreover, intrinsic motivation is a best predictor to any sport performance and persistence (Joessar, H., Hein, V. & Hagger, M., S., 2011). Task involving is define as individual focus on comparing their own past performance which focus internally, ego involving is more externally where they compare their own performance with others. These comparisons are actually to fulfill the basic need of satisfaction which is autonomy, competence and relatedness which then contribute to intrinsic motivation and persistence. Basically, these two task involving and ego involving explained that internal and external factors contributed to the satisfaction on psychological need. Hence, it explained that individual satisfaction may come from inside and outside which the model indicates the degree on basic need of satisfaction may depends on internal (individual satisfaction with their own performance) and external (satisfaction with coach and teammates).

## Research methodology

### Participant

Participants were 139 athletes who participated in the National open competition 2013; UPM Open & UUM Open. (male =68.8%, female =31.2%, Age; M=19.44 , SD±=6.31 Malay=86.5%, Chinese=7.9%, Indian=4.0%, others=1.6%, level of player; State=46%, National=29.4%, International=15.1%)

### Instruments

*Athletes' satisfaction.* ASQ (Athletes Satisfaction Questionnaire) Chelladurai & Reimer, (1998) was used to determine satisfaction towards coach (ability utilization, training strategy, personal treatment), satisfaction towards teammates (team task contribution, team social contribution, team integration, team performance) and self satisfaction (individual performance and personal dedication) The questionnaires comprised of five answer scales which is 5-strongly satisfied, 4-satisfied, 3-slightly satisfied, 2-dissatisfied and 1-strongly dissatisfied. The questions start with a statement of *I am satisfied with..*

*Intrinsic Motivation.* SMS (Sport Motivation Scale) was used to determine the intrinsic motivation of athletes. It comprises 12 questions adapted from Sport Motivation Scale (SMS) by Luc G. Pellitier et al., (1995) in the Journal of Sport & Exercise Psychology. The questions comprise 3 subscale and 12 questions. First subscale is intrinsic motivation to know comprises 4 items, second subscale is intrinsic motivation to accomplish comprises 4 items, third subscale is intrinsic motivation to experience simulation comprises 4 items. The scale comprised of five answers which are 1- not true, 2- a little true, 3 –slightly true, 4 true, 5 –very true.

*Performance.* Self rated performance scale was implemented in the study. Respondents were asked to fill in the blank of obtained score before and during the competition where the written score should not exceed 720 points.

### Procedure

The questionnaire was given to every coach through mutual agreement during the first day of the competition. Then, coaches randomly selected their athletes in the team. Selected athletes constitute the sample. The questionnaires were collected back after the closing ceremony during the last day of competition.

## Result & Interpretation

**Objective 1:** To explain the level of athletes' performance.

Table 1: Descriptive Statistic

Intrinsic motivation	F	Percentage	Mean	SD
Low performer	50	57.50	0.31	1.51
Moderate performer	35	40.20		
High performer	2	2.30		

Based on the analysis in table 1, the content showed most of the athletes have low performer with the percentage of 57.50%. The moderate performer shows the second highest with the percentage of 40.20 %. Meanwhile the high performer has show a least percentage with 2.30 %. This indicates that athletes have showed low performance during the National open games in 2013.

Table 2: correlation of athletes' satisfaction and performance

Variables	Y	X1	X2	X3	X4
(Y) Performance	1				
(X1) Athletes' satisfaction: coach	0.108	1			0.469**

(X2) Athletes' satisfaction: team	0.019	1	0.428**
(X3) Athletes' satisfaction: self	0.073	1	0.435**
(X4) Intrinsic motivation	0.105		1

\*\* . Correlation is significant at the  $p < 0.01$

**Objective 2:** To derive a relationship of athletes' satisfaction and performance.

According to the table 2, there is no significant relationship on athletes' satisfaction and performance as the  $p > 0.01$ . This indicates performance does not rely on athletes' satisfaction.

**Objective 3:** To derive a relationship of intrinsic motivation and performance.

As the correlation analysis was performed to determine the relationship of intrinsic motivation and performance which is shown in table 2, therefore, the data interpret no significant relationship on intrinsic motivation and performance. Once again, the intrinsic motivation does not show any contribution towards performance in this context.

### Conclusion

The result has shows that majority of athletes has low level in performance during the National Open games in a year of 2013. It also shows that there is no significant relationship between athletes' satisfaction and intrinsic motivation towards performance. The result does not support the literature reviewed, however it is an important topic to be discuss for athletes to have best psychological state. Perhaps, athletes that mentally stable are important for their well being. Moreover, result also shows that athletes' satisfaction has a relationship with intrinsic motivation. Hence, it prove that athletes' mental wellness (satisfaction and motivation) are crucial for them in the competition to shadow the stress and anxiety during the games. The limitation in this research was clearly explained the unsupportive finding towards literature review, it is because due to the small sample size, unresponsive participants, and also there were no study was conducted on self rated performance on archery. Furthermore, past researched in western country were likely to examine technically and study of psychological field is scarce on archers' in Malaysia. Besides, this study cannot be generalized to all sports since the performance score differ according to sports' types. Future research should be more emphasizing on performance rated in archery, and implemented more psychological investigation in the archery field for better understanding on athletes' psychological state that emphasizing on the mental health.

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