

Innovative personality traits and their relationship to the psychological burnout of handball Premier League club coaches, a survey research

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Introduction and importance of the research:

The trend to study and teach innovation has become a global trend due to its positive results and effects on the progress of societies, especially that the challenges of the times call for taking creative positions, and it has become largely agreed upon among thinkers that the differences between developed and underdeveloped or developing nations are differences in the extent to which these Nations or their lack of innovative minds, so innovation has become the key to training in its fullest sense and the key to solving most of the intractable problems afflicting sports, especially handball. And the physical abilities that players acquire are strong threads that fit in their personalities and capabilities through his interaction with them, as research has proven that effective training depends primarily on the personality of the coach. Basic and physical abilities that depend mainly on the philosophy of each coach and the extent of his ability and innovation in training, and the term psychological burnout appeared in Recently in the sports field, we began to hear that a sports coach has suffered from physical, emotional and mental exhaustion, which comes as a result of dissatisfaction, boredom, distress and despair from this profession and the realization of failure to achieve the goals that the sports coach set for himself.

Therefore, the importance of the research lies in studying the innovative personality traits and trying to know the type of relationship with the psychological burnout of handball coaches for the Premier League clubs in Iraq in order to reach final results that serve the game coaches and researchers in general and in the field of handball.

Research problem

Countries are racing in all sports to achieve the best achievements by relying on the best coaches, because the coach's profession is a very difficult profession, and he must be

qualified cognitively, psychologically and technically in the field of the game he is coaching, as well as he must be characterized by innovative personality traits that correspond With the requirements of the game and has the ability to deal with club administrations and fans as well, that is, he has the ability to withstand psychological pressures, which may reflect negatively on the performance of their work, which leads to the phenomenon of psychological burnout and thus leads to their leaving the training profession. And given that coaches in the field of handball were not subjected to psychological tests on their innovative personality traits, in addition to the lack of knowledge of the degree of their willingness to suffer psychological burnout, in addition to the absence of a study, to the knowledge of the researcher, that dealt with these two phenomena by research and study and knowing whether there is a relationship between them, which prompted the researcher to know The type of relationship between the dimensions of the scale of innovative personality traits with the psychological burnout of coaches of Premier League clubs in handball.

Research aims

1. Recognizing the measure of the innovative personality traits of the handball Premier League club coaches.
2. Recognizing the psychological burnout scale for handball Premier League club coaches.
3. Identifying the type of relationship between the innovative personality traits and the psychological burnout of handball Premier League club coaches.

Research areas:

1. The human field: the handball Premier League club coaches for the 2019-2020 sports season.
2. Spatial domain: the stadiums of the coaches' clubs included in the study.
3. Time range: the period from 5/10/2019 to 12/15/2019.

Research methodology and field procedures:

Research Methodology

The researcher used the descriptive approach with correlative relations to suit the objectives of the study.

Research community and sample

The research community was selected from the coaches and assistant coaches of the teams participating in the Premier League handball in all of Iraq and the participants in the 2019-2020 sports season, which numbered (32) coaches, and (6) coaches were chosen as a pilot experiment sample, and they were not excluded from the study sample.

Means of data collection, devices and tools

The researcher made use of the following means, devices and tools (Arabic and foreign references, the international information network (Internet), tests and measurements, an individual registration form for answers on the personality traits scale, an individual registration form for answers on the burnout scale).

Tests used in the research

Inventive Personality Traits Scale (6:2013: 103-188)

The researcher used the scale (Innovative Personality Traits) developed by (Torrance), which was translated into Arabic and modified by (Hussein Abdel Aziz 1984), and the scale consists of (15) items, each of which includes a characteristic of the innovative personality and its opposite, which is (the ability to make decisions, Self-confidence, responsibility, extroversion, assertiveness, ambition, optimism, emotional stability, flexibility, stress tolerance, social intelligence, empathy, creativity and innovation, self-awareness, and leadership) and they are answered by choosing one of seven alternatives (to a large extent, To a moderate degree, to a little degree, neither this nor that, to a little degree, to a moderate degree, to a great extent (strongly disagree, disagree, neutral, agree, strongly agree) and the scores were assigned (3, 2, 1, 0, 1, 2, 3).

Burnout Scale (9: 2007: 182)

The (psychological burnout) scale was used, which was prepared by (Seidman & Zager 1986) and translated into Arabic (Adel Abdullah 1994). The scale consists of (21) items distributed over four dimensions as follows:

- ✓ The first dimension / job dissatisfaction, which includes paragraphs (1, 5, 10, 12, 19).
- ✓ The second dimension / occupational pressures and includes paragraphs (2, 4, 7, 9, 13, 14).

- ✓ The third dimension/ the low level of administrative support and include paragraphs (3, 8, 11, 15, 18, 20).
- ✓ The fourth dimension / the negative attitude towards the players and includes paragraphs (6, 16, 17, 21).

Each of them is answered by choosing one of five alternatives that depend on Likert's five-way method and their order (not applicable at all, not applicable to a large extent, to some extent, highly applicable, completely applicable) and the scores were assigned (1, 2, 3, 4, 5 respectively).

Survey experience

The two scales were applied on 05/20/2019 on a sample of (6) coaches of the handball Premier League clubs in the governorate of Baghdad, and they were chosen in a deliberate way. After four days, the two scales were re-applied to the same coaches in order to extract the scientific bases for them, as follows:

The validity of the two scales:

The researcher presented the two scales (Inventive Personality Traits Scale, and Burnout Psychological Scale) used in the study to experts specialized in sports psychology, tests, measurements and handball, and they all agreed by 100% on their validity. Thus, the two scales have apparent validity and content validity.

The stability of the two scales:

The researcher calculated the stability of (Inventive Personality Traits Scale) by (test and re-test), (half-segmentation) and (Cronbach's alpha coefficient) for internal consistency (2020: 287). In (retest method) Pearson's simple correlation coefficient was used between The degrees of the two applications and the calculated value reached (0.810) and the significance level (Sig) value for it (0.000), which is smaller than the value of the approved significance level (0.05), so the scale is considered to be highly stable, while (by the half-split method) the paragraphs were divided into two groups, the group of paragraphs that bearing odd numbers and the group of items carrying even numbers, and using Pearson's simple correlation coefficient between the scores of odd and even items, the correlation coefficient was (0.834) and after correcting it with the (Spearman-Brown) equation, the scale stability coefficient became (0.909) because the correlation coefficient represents a coefficient of The stability of half of the test, and in the method (Alpha Cronbach's coefficient) for internal consistency, its value was (0.911).

As for the (burnout scale) its stability was calculated by (test and re-test), (half segmentation) and (Cronbach's alpha coefficient) for internal consistency.) and the value of the significance level (Sig) has (0.000) which is smaller than the value of the adopted significance level (0.05), so the scale is considered to be highly stable, as for (by the split-half method) the paragraphs were also divided using the Pearson simple correlation coefficient between the individual paragraph scores and the individual paragraph scores. Even items, the correlation coefficient was (0.803), and after correcting it with the (Spearman-Brown) equation, the scale stability coefficient became (0.890) because the correlation coefficient represents the stability coefficient of the half of the test, and in the method (Cronbach's alpha coefficient) for internal consistency, its value reached (0.907).

Objective metrics:

The researcher calculated the value of Pearson's simple correlation coefficient between the scores of the first and second judgments for the total score for each scale, and it was concluded that they are objective due to the fact that their calculated values amounted to (0.9104, 0.911) respectively (0.9104, 0.911) and the significance level (Sig) values for them, respectively (0.000, 0.000).), which is smaller than the significance level (0.05).

The main experience:

The researcher conducted the main experiment on (1/6/2019) on (32) coaches of the handball Premier League clubs and participants in the 2019-2020 sports season. On the accuracy in answering all paragraphs of each scale, as well as clarifying the importance of each scale for the game of handball, and after completing the answer, the data was collected and unloaded with individual forms for each scale in order to extract the statistical treatments related to the researcher's work.

Statistical laws:

The data was processed using the ready-made program (IBM SPSS Statistics Ver.24) to extract the following: (Spearman-Brown correlation coefficient for split-half, Alga-Cronbach coefficient, Pearson simple correlation coefficient).

Presentation, analysis and discussion of the results:

Presentation, analysis and discussion of the relationship of the dimensions of the two scales of innovative personality traits with the dimensions of the psychological burnout scale for the coaches of Premier League clubs in handball:

The researcher used the Pearson simple correlation coefficient between the dimensions of the two measures of innovative personality traits with the dimensions of the psychological burnout scale for the coaches of the Premier League clubs in handball, as shown in Table (1). The ability to make decisions, self-confidence, responsibility, extroversion, firmness, ambition, optimism, emotional stability, flexibility, stress tolerance, social intelligence, empathy, creativity and innovation.

Table (1) Correlation coefficient of the dimensions of the innovative personality scale with the dimensions of the burnout scale for coaches of Premier League clubs in handball

Psychological Burnout															Dimensions	metrics
indication	Sig	Total marks	indication	Sig	Negative attitude towards players	indication	Sig	Low level of administrative support	indication	Sig	occupational pressures	indication	Sig	Job dissatisfaction		
moral	0.00	0.799-	moral	0.00	0.667-	moral	0.00	0.803-	moral	0.00	0.769-	moral	0.00	0.741-	The ability to make decisions	Innovative personality traits
moral	0.00	0.812-	moral	0.00	0.651-	moral	0.00	0.812-	moral	0.00	0.782-	moral	0.00	0.861-	Self confidence	
moral	0.00	0.805-	moral	0.00	0.693-	moral	0.00	0.722-	moral	0.00	0.677-	moral	0.00	0.754-	Take responsibility	
moral	0.00	0.822-	moral	0.00	0.662-	moral	0.00	0.699-	moral	0.00	0.665-	moral	0.00	0.811-	extroversion	
moral	0.02	0.813-	moral	0.00	0.612-	moral	0.00	0.648-	moral	0.00	0.680-	moral	0.00	0.687-	packet	
moral	0.00	0.845-	moral	0.00	0.623-	moral	0.00	0.644-	moral	0.00	0.712-	moral	0.00	0.793-	ambition	
moral	0.00	0.815-	moral	0.00	0.710-	moral	0.00	0.710-	moral	0.03	0.665-	moral	0.00	0.732-	optimism	
moral	0.00	0.804-	moral	0.01	0.694-	moral	0.00	0.648-	moral	0.00	0.692-	moral	0.01	0.721-	emotional stability	
moral	0.00	0.818-	moral	0.00	0.722-	moral	0.00	0.682-	moral	0.00	0.635-	moral	0.00	0.760-	Flexibility	
moral	0.00	0.888-	moral	0.00	0.655-	moral	0.00	0.633-	moral	0.00	0.711-	moral	0.00	0.722-	Withstand psychological stress	
moral	0.00	0.798-	moral	0.00	0.664-	moral	0.00	0.648-	moral	0.04	0.712-	moral	0.00	0.711-	Social Intelligence	
moral	0.00	0.816-	moral	0.00	0.743-	moral	0.00	0.714-	moral	0.00	0.695-	moral	0.00	0.699-	sympathy	
moral	0.00	0.799-	moral	0.00	669.-	moral	0.00	0.730-	moral	0.00	0.704-	moral	0.00	0.711-	creativity and innovation	
moral	0.00	0.862-	moral	0.00	0.605-	moral	0.00	0.682-	moral	0.00	0.693-	moral	0.00	0.688-	self conscious	
moral	0.00	0.846-	moral	0.00	0.655-	moral	0.00	0.666-	moral	0.00	0.682-	moral	0.00	0.801-	leadership	
moral	0.00	0.837-	moral	0.01	0.799-	moral	0.02	0.824-	moral	0.00	0.821-	moral	0.01	0.806-	Total marks	

Self-awareness, leadership) and the total score with the dimensions of the psychological burnout scale (job dissatisfaction, occupational stress, low level of administrative support, and negative attitude towards players) and the total score as well, because all the values of the calculated correlation coefficients (r) for them were of the same level. Its significance (Sig) is smaller than the value of the approved

significance level of (0.05), which indicates the existence of a negative significant correlation between all dimensions of the innovative personality scale, and its total score with all dimensions of the burnout scale and its total score as well.

Discuss the results:

From Table (1), it is clear that the researcher has concluded that there is a negative moral correlation between all dimensions of the innovative personality traits scale and its total degree with all dimensions of the psychological burnout scale and its total degree as well. For myself, if it happens to a coach, it leads to a decline in the level of his achievements, dissatisfaction with his work and grumbling about his profession, which leads to early retirement, while despite the difference in the perceptions of coaches and each important innovative personality traits, there must be criteria used to judge The ability and efficiency of each coach in terms of the innovative personality traits in the field of handball, that the conclusion reached by the researcher is consistent with what was mentioned (Hussain Abdel Aziz 1984) “The society’s view of the innovative personality traits of each teacher may differ, but the diversity of innovative methods in teaching and learning And the extent to which the teacher’s culture encourages the use of diverse and new teaching methods is what distinguishes them” (3: 1984: 223).

It also agrees with what was indicated by (Mohamed Hassan 1998) “The successful sports coach is the one who possesses psychological characteristics, the most important of which is that he be a subject of confidence and has the ability to emotional stability and self-confidence” (7: 1998: 159), and it agrees with what was confirmed by (Osama Kamel 1995) “The athletes are characterized by greater degrees of self-confidence and lower degrees of anxiety” (1: 1995: 66).

It agrees with the results of the study (Dodds 1992), which indicated that "there is an inverse correlation between the trait of decision-making and the psychological burnout of the coach" (1). It agrees with the results of the study (Salem bin Muhammad 2013), which concluded that “there is a negative moral correlation between all dimensions of the personality scale and the psychological burnout of trainers” (10: 1992: 106).

It agrees with the study (Magda Ali 1999), quoting from (Freeman 1995), in which she explained that “one of the emotional variables that characterize innovators is that

they are more powerful in motivation towards success and work, encouraging them to struggle, not being restricted to specific topics, rewarding for creative ideas and actions, and creating desire in them for growth and development” (8: 1999: 160).

It agrees with what was mentioned (Zain Al-Abidin Darwish 1996) “One of the characteristics of the innovative personality is that it gives priority to imagination over logical thinking, and therefore sometimes indulges in imaginative thinking, as it has the ability to imagine and inference and realize things as others do not realize” (4: 1996: 40).

It also agrees with what was indicated by (Suhair Abdel Latif 1986) “that the teacher cannot develop creativity in his students if he is not himself innovative and loves innovation and is working on its development and if he does not have the characteristics of an innovative personality that help his students acquire new entrances for experience and practice” (5: 1986: 193).

The researcher believes that the coach’s creativity appears when he tries to achieve some training goals. When he succeeds or fails to achieve those goals, he reveals the areas of his ability and weaknesses in his information, training method, dealing with players or in his personality and abilities, so he analyzes those points and finds relationships between his previous experiences and current situations. And what can happen in the future, and thus solutions can be found to make him a professional trainer. This result is in agreement with what was mentioned

It also agrees with what was mentioned by (Salim Muhammad 2013) quoting (Smith) “The psychological burnout of the sports coach generates physical, emotional and mental exhaustion, which comes as a result of dissatisfaction, a sense of pressure, and a realization of failure to achieve the goals that he set for the athlete’s coach for himself. (6:2013:7).

Conclusions and Recommendations:

Conclusions:

1. There is a negative significant correlation between the total score of the scale of innovative personality traits with the total score of the scale of psychological burnout for the coaches of the Premier League teams in handball.
2. There is a negative significant correlation between all dimensions of the innovative personality traits scale (decision-making ability, self-confidence,

- responsibility, extroversion, firmness, ambition, optimism, emotional stability, flexibility, stress tolerance, social intelligence, empathy, creativity and innovation Self-awareness, and leadership) with job dissatisfaction dimension of the burnout scale for handball Premier League coaches.
3. There is a negative significant correlation between all dimensions of the innovative personality traits scale (decision-making ability, self-confidence, responsibility, extroversion, firmness, ambition, optimism, emotional stability, flexibility, stress tolerance, social intelligence, empathy, creativity and innovation Self-awareness, and leadership) with the occupational stress dimension of the burnout scale for handball Premier League coaches.
 4. There is a negative significant correlation between all dimensions of the innovative personality traits scale (decision-making ability, self-confidence, responsibility, extroversion, firmness, ambition, optimism, emotional stability, flexibility, stress tolerance, social intelligence, empathy, creativity and innovation , self-awareness, and leadership) with a low level of administrative support for the psychological burnout scale for handball Premier League coaches.
 5. There is a negative significant correlation between all dimensions of the innovative personality traits scale (decision-making ability, self-confidence, responsibility, extroversion, firmness, ambition, optimism, emotional stability, flexibility, stress tolerance, social intelligence, empathy, creativity and innovation , self-awareness, and leadership) with the dimension of the negative trend towards players for the psychological burnout scale of the handball Premier League coaches.

Recommendations:

1. Emphasizing the role of innovative personality traits among handball coaches and enhancing the positive aspects.
2. Work to reduce or eliminate the phenomenon of psychological burnout among coaches because of its role in destroying the capabilities, capabilities and psyche of all handball coaches.
3. The necessity of conducting similar studies and for other psychological variables that were not addressed in the study.

4. The necessity of conducting a similar study on trainers of different levels of handball, of both sexes.

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