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## Managmante And Determining the Employment Status of Sports Science Graduates of Islamic Azad Universities Using the CIPPO Model

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**Abstract:** The aim of the present study was to determine the employment status of sports science graduates of Islamic Azad universities using systems thinking. The method of the present research was mixed and of analytical exploratory type which is a part of developmental research according to this approach. First, a research questionnaire was designed using interviews with sports management professors, entrepreneurs and sports employers according to the data theory of the foundation and systems thinking. Then, the face and content validity was approved by experts in the field of sports management and distributed in the statistical community, in which a total of 352 questionnaires were correctly distributed and collected. One-sample t-test was used to determine the employment status of graduates and TOPSIS model was used to prioritize systemic thinking factors in graduate employment. The results showed that the status of "outcome" and "output" factors was not favorable, but the factors of "context", "input" and "process" were also favorable. Also, the results of TOPSIS model showed that "field" was in the first place, "process" was in the second place, "input" was in the third place, "input" was in the fourth place, "output" and finally "consequence" was in the fifth place from the point of view of priority. In a general conclusion, it should be stated that the trustees of the Islamic Azad University should try to create an entrepreneurial spirit among the students. Because in today's world, many businesses are created by entrepreneurship and innovation that did not exist before. In other words, instead of needs assessment, needs should be created.

**Keywords:** Employment, Graduates, Sports Science, Islamic Azad University, Systems Thinking

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### INTRODUCTION

7 to 22.96 percent in 1390 shows that the unemployed of the society are now entering the labor market in the form of university graduates (Issazad, 2014).

Sport in developed countries is considered as an important industry and an effective factor in the growth of the national economy. It is one of the largest and most lucrative industries in the current century. This industry is intertwined with all aspects of the economy. It can affect the national economy of countries with direct and indirect economic effects such as employment, income generation, tourist attraction and reduction of treatment costs (Zhang et al., 2018). According to researchers, due to the growth of higher education in the world, unemployment in general is no longer due to demand inefficiency or friction, but should be considered in the context of structural unemployment (Stokes et al., 2010). In fact, structural unemployment is a type of unemployment due to growth and development in some of the current activities in the country's economy, and this affects the quality of skills selection. This type of unemployment occurs when there is no mismatch between labor supply and demand. According to the general view, the structure of the economy at the international and national levels affected by globalization has led to changes and crises in the labor market and employment levels. Globalization has led to a change in economic structures based on traditional production (Fordism) to a quasi-pattern. It has become variable (neo-Fordism) and variable (post-Fordism). The obvious aspect of such changes has occurred in the skills of manpower. In the quasi-variable and variable economic model, more competition is based on increasing the skills and knowledge of workers at different levels of organization and production. The year that educational systems face in the real world is probably faced with a combination of quasi-variable and variable organizations. We can see, however, that much of the economic structure, both in developed and developing countries, has a combination of quasi-variable and variable production methods (Novinsky et al., 2019). Knight and York have stated that graduate employment depends on a combination of personal abilities, diverse skills, and mastery and understanding of their field of specialization. York believes

that traditionally, less attention has been paid to students' personal skills and abilities. But these skills are very effective in their future careers. In these countries, graduates have come up with solutions to combat unemployment, including in the United States. Vital job skills needed to move the economy forward have been identified and identified in the job title culture. (DOT) are registered. This culture found job titles, job definitions, and skills required for all available jobs in the US economy (Alfred et al., 2008). Owens believes that the most useful way to understand training organizations and the behavior of people in these organizations is to focus on what is going on in the organization. Therefore, our attention is focused on examining the internal approaches of the system, which we call organization. This requires that we consider the organization as a general system (Adams et al., 2017). One of the useful approaches is the system approach that was created to understand and describe phenomena in social sciences and natural sciences. Today, the effort to describe, explain and predict organizational behavior in general depends on systems theory. It helps us to understand phenomena correctly and in contrast prevents us from the strong tendency to attribute phenomena to a unique factor (Owens, 2003). Various researchers have conducted research on the employment of graduates. Yamazaki et al. (2018) in a study on how learning style with the beliefs of public and professional management self-management in the field of management affect their employment. They stated that to the extent that general self-efficacy is enhanced by senior management, career management self-efficacy will be enhanced. Another study by Cavlotta and Ailey (2013) on the employability of higher education graduates in Europe showed that unemployment was lower among young people from 2000 to 2008, but in some European countries there was also negative growth and people with degrees Academics were more successful in holding jobs. Ibe and Ania with Osu (2012) explored ways to reduce graduate unemployment through entrepreneurship development in Nigeria. They cite population growth, significant development of educational opportunities, misinvestment of human capital, migration from rural to urban areas and neglect and abandonment of the agricultural sector as factors of unemployment, and cite entrepreneurship development as a vital tool for economic growth and development in countries. Now in development, they have proposed a solution to this problem. Stein (2010) examined the effects of the Great Depression on college graduates that this rate is increasing day by day and that people of color are more likely than whites to have an unemployment rate.

As mentioned, many studies have been conducted in the field of employment, but these studies are limited to the status of university graduates and there is no written, written and citationable program in the field of employment in the field of physical education and sports, especially for graduates in this field. Does not exist. Also, there are no official statistics on the employees of the physical education and sports sector, based on which managers and senior decision makers of the country, to formulate their macro policies, and also the lack of a database of weaknesses, the impossibility of proper review and planning for Solving the problem of unemployment of physical education graduates. Due to the gap in this field, it is necessary to examine the employment status of physical education students. In this study, to analyze the employment situation Nash's physical education graduates were treated based on a systemic approach (CIPPO). To what extent has the Free Islamic University been successful in training the skills and knowledge necessary for graduates to obtain jobs in the labor market? And what is the employment status of physical education graduates of Islamic Azad University based on the systemic approach (CIPPO)?

## **METHODOLOGY**

In the present study, the following steps were taken to determine the employment status of physical education graduates of the Islamic Azad University. First, the underlying factors, input, processes and output of sports science graduates, which is part of the CIPP approach, were identified by interviewing experts and using the foundation data theory (Glaser approach). The interviewees included sports management professors, sports entrepreneurs and sports employers, and after the twelfth interview, the data became theoretically saturated. Three stages of Glaser method including open, axial and theoretical coding were performed to create a questionnaire based on Glaser approach. After confirming the face and content validity of the questionnaire by sports management and entrepreneurship experts, the research questionnaire was distributed and collected in the target community. The statistical population in a small part included the graduates of physical education of Islamic Azad University. Due to the unlimited size of the population, the sample size was determined by Cochran's formula of 385 people. After distribution, 352 questionnaires were correctly returned and analyzed. Due to the mixed approach of the article, this research has an analytical exploratory nature and is considered as part of developmental research. The sampling method was cluster-stratified. Based on this, at first, the comprehensive units of the Islamic Azad University of Iran were selected as 46 universities with simple random sampling from the northern, eastern, western, southern and central regions of 6 clusters. The universities of Mashhad, Rasht, Zahedan, Tehran, Sanandaj and Isfahan were selected clusters. The duration of distribution and distribution of the questionnaire was two months when the questionnaires were distributed electronically. Descriptive and inferential statistical methods were used to analyze the data. One-sample t-test was used to determine the employment status of graduates and the TOPSIS model was used to prioritize the components of systems thinking (CIPPO). Data analysis was performed using SPSS software version 22 and Excel.

### research findings

In this section, while studying descriptive statistics, statistical analyzes resulting from hypothesis testing are explained. Therefore, in Table 1, descriptive information was examined based on demographic characteristics of gender, marital status, employment status, education and university grade point average.

Table 1. Describe the demographic characteristics of the research

Frequency percentage classification feature

Gender

Female 1/59

9/40

marital status: Married

Single 50

50

Employment status Yes

No 7/70

3/29

Undergraduate education

MA

PhD 52

2/43

8/4

University GPA 10-12

13-15

16-18

19-20 6/11

5/31

2/47

7/9

Then, using interviews with experts and data theory of the foundation according to the systematic approach, the research model is described in Figure 1, which is also shown in Table 2, the reliability of its components and subscales.

Figure 1. Components and sub-components of graduate employment status of physical education using a systemic approach

Table 2. Assessing the reliability of research components and sub-components

Row of main components of subscales Total Cronbach's alpha

1 Employment Consequence 0.86 / 0.80

2 Needs Assessment Field 0.7 / 0.79

Objectives 81/0

Cultural factors 0.78

Social factors 0.80

Economic factors 0.79

Rules and Regulations 0.81

3 Inputs of equipment and facilities

Educational and research space 0.75

Faculty members 0.75

Employee management 0.78

Financial Management 80/0

4 process of student activities

Management activities 0.83

Extra program 79/0

5 Graduate output 0.82 0.75

Achieving goals 0.74

As can be seen from the table above, all components and sub-components had good reliability and the research questionnaire also has a high accuracy format.

Then, in order to evaluate the desirability of the employment factors of physical education students using system thinking, a one-sample t-test was used, which is reported in Tables 3 and 4.

Table 3. Results of one-sample t-test in CIPPO model components

CIPPO t Significant level of mean standard deviation of variable status

Consequence (ignition) 67/22 001/0 37/2 0.51 Undesirable  
Background 16/18 001/0 45/3 52/0 favorable  
Input 43/8 001/0 18/3 41/0 desirable  
Process 73/11 001/0 33/3 53/0 Optimal  
Output 87/14 001/0 69/2 39/0 Undesirable

Based on the results of the table obtained from the one-sample t-test and based on the average desirability of the test (number 3), the outcome and output subscales are not in a good condition. But the subscales of context, input and process with an average higher than 3 also have a favorable situation in the statistical sample under study.

Table 4. Sample t-test results for CIPPO model subcomponents

Row of main components of subscales t Significance level of standard deviation of variable status

1 Needs assessment field 56/3 001/0 90/2 59/0 unfavorable  
Goals 98/18 001/0 66/3 65/0 are desirable  
Cultural factors 81/17 001/0 71/3 0.75 desirable  
Social factors 52/16 001/0 70/3 0.79 favorable  
Economic factors 81/8 001/0 38/3 0.81 favorable  
Rules and Regulations 46/8 001/0 37/3 0.82 Desirable  
2 Equipment and facilities input 69/11 001/0 47/3 0.76 desirable  
Educational and research space 86/24 001/0 91/3/69 69 favorable  
Faculty members 67/16 001/0 57/3 0.65 desirable  
Employee management 52/17 001/0 38/2 66/0 unfavorable  
Financial management 74/14 001/0 56/2 55/0 unfavorable  
3 Student Activities Process 86/5 001/0 85/2 47/47 Undesirable  
77/16 Management Activities 001/0 58/3 65/0 desirable  
Extra program 04/13 001/0 56/3 81/0 desirable  
4 Graduate output 14 001/0 47/3 0.63 desirable  
Achieving goals 07/39 001/0 90/1 51/0 Undesirable

The TOPSIS model was used to prioritize the components of systems thinking. TOPSIS method is one of the techniques used in multi-criteria decision making. The general philosophy of the TOPSIS method is that, using the available options, two hypothetical options are defined. One of these options is a collection of the best values found in the decision matrix. This option is called the positive ideal (the best possible case). Another hypothetical option is defined that includes the worst case scenario. This option is called the negative ideal. The selected option should have the least distance with the positive ideal solution and the least distance with the negative ideal solution. Based on this, a score is calculated for each option and the options are ranked according to these scores.

Table 5 shows the results of the TOPSIS test.

Table 5 TOPSIS test results for ranking system thinking components

Position distance Positive distance Negative distance Rank proximity coefficient  
Consequence 05/0 058/0 52/0 5  
Background 001/0 107/0 98/0 1  
Input 033/0 07/0 66/0 3  
Process 013/0 094/0 86/0 2  
Output 031/0 069/0 63/0 4

As shown in Table 5, the field ranked first, the field ranked second, the process ranked third, the input ranked fourth, the output, and finally the outcome ranked fifth in terms of priority.

## DISCUSSION

The purpose of this study was to determine the employment status of physical education graduates of Islamic Azad University using systems thinking. *تشدد*

The results of one-sample t-test showed that the desirability of underlying factors, inputs, processes and outputs in the employment status of physical education graduates of Islamic Azad universities in the subscales of outcome and output is not good. Consequence means that the employment of physical education students has not been in a good condition, which considering the number of graduates and employees in the field of physical education is also logical that it is not in a good condition. This finding means that graduates do not see themselves as successful people, are not satisfied with their skills and performance, are not satisfied with it if they are working in a job, and do not see themselves as entrepreneurs. The result can also be analyzed based on theories of expectations. A person's expectations are effective in determining the type and amount of job satisfaction. If a person has high expectations of his job, job satisfaction is usually achieved later and more

difficult. For example, a person may be satisfied with his job if he can meet all his set expectations through employment. Certainly, such a person will find job satisfaction much later than the person who has the lowest expectations of his job. Therefore, job satisfaction is a completely unique and individual concept, and its factors, extent and type should be considered separately for each person. As a result, the employment status of graduates in the category of outcome was low. Also, in terms of output, it did not have a favorable situation and was lower than the average. This finding means that the education and the achievement of the goals have not been good. There are many factors involved in not achieving career goals. One of the reasons why people are not able to pursue their goals is that we are reluctant to try a new way to achieve our goals, and we usually copy the behavior of others and try to follow our own path based on their experience. Let's continue. Or simply we have little entrepreneurship. In sports and physical education graduates, given that it is possible to work in many fields, creativity and entrepreneurship will help us achieve our goals and thus improve the output situation. The goal you have in mind may be easily achievable, but using the wrong methods to achieve such a goal will cause you to deviate from your original path and eventually not reach your goal. The research findings showed that in the subscales of context, input and process with an average higher than 3 also have a favorable situation in the statistical sample under study. It seems that internal factors, which include personal characteristics and factors, are more stable than external factors such as work environment conditions. Therefore, it can be said that internal satisfaction is more stable than external satisfaction. Job satisfaction is the result of the interaction between internal and external satisfaction. Human resources were one of the most important input factors. Many economists also agree that what ultimately determines the character and process of socio-economic development of the country is human resources. For this reason, most developing countries pursue the growth and development of human resources through education. But the important issue is the balance between human resource training and adequate job opportunities for physical education. Statistics and research show that every year, several hundred thousand physical education graduates are ready to enter the labor market, and the unemployment of this group is increasing day by day. According to a UNESCO report, although post-secondary education increases personal income, reduces unemployment, increases employment opportunities and raises social status, unemployment among higher education graduates has risen and, apparently, depends on increasing the education of professionals with Changes in the labor market are gone. In addition, many graduates at the higher education level are employed They are outside their field of study. In the field of physical education, it is very common for people with different specialties to establish sports clubs, which eliminates job opportunities for physical education graduates. Therefore, it is necessary to propose a solution to give priority to physical education graduates in the construction of sports centers.

Then, using the TOPSIS model, the components of systems thinking in the employment of physical education graduates of the Islamic Azad University were prioritized. The results showed that there is a significant difference between the underlying factors, inputs, processes and outputs in the employment status of physical education graduates. The first priority was related to the underlying factors that had the highest average. According to the research sample of the fields of physical education in the Azad University, it is in a better situation than other components and they believe that the right needs assessment takes place, the goals are set correctly, cultural, social and economic factors are well prepared in the Azad University. There are no restrictive rules and regulations for physical education graduates. This result is very much in line with the reality of society. Because Azad University, as a non-governmental organization, enjoys good facilities, which in some cases are better and more advanced than higher education institutions. Therefore, it can be justified that the underlying factors are in a favorable position in the eyes of the research community. Also, Azad University has been able to achieve its goals with its long-term vision and good planning. The second priority was related to process factors. This finding means that student activities, management activities and extracurricular activities are of great importance in this field of study in terms of the sample under study. Since extracurricular activities are opportunities where a responsible person does not have any responsibilities and duties and everything is at his disposal to go to a specific program of his own free will, it is very important. The main purpose of extracurricular activities is not only to reduce the difficulty of education and provide an opportunity for students to rest, but also the importance and value of these activities in the development of students' educational experiences. However, extracurricular activities are part of the university program that has several goals, one of which is to influence the future employment of students. The third priority is related to input factors. This finding means that from the point of view of sample research of equipment and facilities, educational and research space, faculty members, staff management and financial resources have a moderate impact and importance in creating employment. In some ways, this result is controversial, because at first glance, the role of faculty members in student education has the most important direct role, the educational environment is effective in motivating students and financial resources have a special role in equipment and facilities, but why these factors in Is the third rank important? Looking closely at the previous factors, you will notice that the reason is not that the input factors are less important, but that the underlying factors and the process that are discussed are more important. The present finding seems logical. Output and outcome factors were in the fourth and fifth priority, respectively, and their mean was lower than other cases. These factors, which are basically the

output of the previous cases, are the main issue of the research on the employment rate of physical education graduates of the Azad University, which is not in a good position from the research point of view and is in the last priorities. This result makes sense when employment as a consequence is poor and graduates are unable to find a suitable job. In general, it can be concluded from the findings of this goal that the factors in the hands of the free university are in a good condition, but the larger issues that are also related to politics and society are not in a good condition.

In a general conclusion, it is suggested that the trustees of Islamic Azad University try to create an entrepreneurial spirit among students. Because in today's world, many businesses are created by entrepreneurship and innovation that did not exist before. In other words, instead of assessing needs, needs should be created, and in this case, sports businesses will prosper and create jobs. Universities, as centers for educating people, should be in charge of this matter and lead students to self-employment by holding entrepreneurship workshops, prestigious conferences and inviting entrepreneurial elites.

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