

**STUDY OF INTRINSIC MOTIVATION AS A PREDICTOR OF PLAYERS'
PERFORMANCE IN TEAM SPORTS**Perera, HPN¹, Jusoh, M², Azam. SMF.³, Sudasinghe, SRSN⁴¹ Department of Sports Science, Faculty of Applied Sciences, University of Sri Jayewardenepura, PhD Scholar of Management & Science University^{2,3} Graduate School of Management, Management & Science University⁴ Sri Lanka Institute of Development Administration

Abstract –Psychological variables deal with the cognition of human being and it has a significant impact on the performance of the people. The main intention of this study is to analyze the impact of intrinsic motivation on team players performance. According to the Self Determination Theory, individuals experience intrinsic motivation once their innate and fundamental needs for autonomy, competence, and relatedness are satisfied and therefore considered as one of the important psychological construct. Three Hundred and eight (n=308) participants provided their responses to a self-administered questionnaire. Statistical calculations were done using Structural Equation Modeling (SEM). According to the results it is found that there is no relationship between intrinsic motivation and performance. Additional studies required to assess which psychological constructs are affecting player's performance in Sri Lankan context.

Keywords: Intrinsic Motivation, performance, psychological constructs, cognition, Self-determination Theory

I. INTRODUCTION

Self-Determination Theory (SDT) is a theory of motivation developed by Edward Deci and Richard Ryan which elaborate a comprehensive framework for the study of motivation, human development, wellness and human personality [4]. SDT as a meta- theory of motivation delineates the sources of Intrinsic and Extrinsic motivation in relation to cognitive behavior of individuals and individual differences [3]. Additionally the initial theory further identifies that individual's inherent growth tendencies and distinctive psychological needs are the basis for self-motivation which fosters positive practices of individuals [2,3]. This theory further suggests that internalized motivation develops since individuals have an inborn trend to integrate for behavior into their self identity[3]. Furthermore, the internalization of motivation can be sustained or thwarted by the social environment and therefore it is said that the integration process of behavior of individuals does not happen automatically [3]. Further self determined internalization of motivation will be impacted from extent to which it satisfies individual's need for autonomy, relatedness and competence which are universally known as psychological needs [3]. Based on empirical studies on intrinsic motivation and internalization, it is found that there are set of psychological needs which are universal and must be satisfied for effective functioning of individuals and their psychological health and which is essential for human thriving [1,4].

The SDT identifies three universal innate psychological needs namely, autonomy, relatedness and competence [2]. Consistent with SDT, individuals experience intrinsic motivation once their innate and fundamental needs for autonomy, competence, and relatedness are satisfied [3]. Therefore, intrinsic motivation can be concluded as one of the most prominent psychological variables which deal with cognition.

Team sport performance is very poor in Sri Lankan Context [9,10,11,12] and among the factors affecting performance, psychological variables plays a vital role. In this study the main emphasis is given to analyze the impact of intrinsic motivation on sport performance.

Studies conducted in organizational context established that intrinsic motivation contribute significantly to employees' job is also concluded that intrinsic rewards has a significant positive relationship with employee performance [13].

II. METHODS

This study was entirely depended on primary data which was collected from questionnaire survey. Intrinsic Motivation is the independent variable and the questionnaire developed by Weinberg et al., (2009) [14] was adapted accordingly to suite Sri Lankan context. Perceived performance was considered as the dependent variable and was measured through Likert scale questions. The questionnaire was pilot tested by governing it. The reliability of the questionnaire was calculated using the Cronbach's Alpha test and the questionnaire was established to be adequate with a Cronbach's Alpha value of 0.898. Nunnally (1978) [8] has indicated that a Cronbach's Alpha value of 0.7 and above is an acceptable reliability coefficient. The

questionnaires were circulated among diverse team sports which comprised of Basketball, Volleyball, Netball, Hockey, Kabaddi, Football, Rugby, Cricket, Elle and Throw Ball. The analysis were conducted using Data had being collected from 308 players.

III. RESULTS AND DISCUSSION

Structural Equation Modeling (SEM) was used to test the hypothesized conceptual model. Out of 308 respondents 58.1% (179) were male and 41.9% (129) were female.

Table 1, depicts the estimated unstandardized and standardized structural path estimates.

Table 1: Regression Weights

			Un standardized Estimate	S.E.	C.R.	P	Std.Es
Performance	<--- Motivation		.080	.050	1.582	.114	.103

The results of the hypothesis developed on the relationship between the independent variable of intrinsic motivation and the dependent variable of perceived performance of team players show that intrinsic motivation does not have a significant influence on perceived performance of team players ($\beta = 0.080, P > 0.05$).

IV. CONCLUSION

Past research's revealed that there is a positive relationship between intrinsic motivation and performance [6,7]. .Statistical findings of the current research not complying with the study findings of previous research [6].

A research conducted on employees' performance of selected manufacturing firms in Anambra State, Nigeria, found that there is no relationship existed between intrinsic motivation and employees' performance (Muogbo, 2013;. The results of the current study hence, complying with the said study.

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