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Impressions of Personal Motivation in Korfball National Team Skill Execution

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ABSTRACT	ARTICLE INFO
<p>This study explores the relationship between personal motivation and skill execution among elite athletes. Employing a quantitative, cross-sectional observational design, the research analyzed data collected from 12 athletes who participated in the 2022 Asia-Oceania Korfball Championship. Personal motivation was measured through dimensions such as individual goals, sense of responsibility, and level of ambition, while skill execution was assessed using the Game Performance Assessment Instrument (GPAI). Statistical analysis was conducted using simple linear regression to examine the predictive effect of personal motivation on performance outcomes. Contrary to prevailing assumptions in sport psychology, the results revealed no statistically significant relationship between personal motivation and skill execution ($p > 0.05$), suggesting that motivation alone may not sufficiently account for variations in performance at the elite level. These findings underscore the complex and multifactorial nature of athletic performance, indicating that psychological attributes such as motivation may interact with other factors—such as competitive anxiety, cognitive load, team dynamics, and situational pressure—in shaping an athlete's on-field behavior. From a practical standpoint, this research highlights the need for integrated training approaches that address both psychological and physiological components of performance. Coaches, sport psychologists, and performance analysts are encouraged to adopt holistic development strategies that consider the nuanced interplay between motivation, emotional regulation, and technical execution. Future research is recommended to expand on these findings by incorporating larger sample sizes, longitudinal designs, and additional psychological and contextual variables to better understand the drivers of success in high-performance korfball.</p> <p>© 2023 Kantor Jurnal dan Publikasi UPI</p>	<p>Article History: <i>Submitted/Received 11 Aug 2023</i> <i>First Revised 05 Sep 2023</i> <i>Accepted 27 Sep 2023</i> <i>First Available online 28 Sep 2023</i> <i>Publication Date 01 Oct 2023</i></p> <hr/> <p>Keyword: <i>influence,</i> <i>personal motivation,</i> <i>skill execution,</i> <i>personal motivation,</i> <i>skill execution</i></p>

1. INTRODUCTION

The impulse that comes from oneself to perform an action consciously or unconsciously is a characteristic of personal motivation (Granero Gallegos et al., 2017). Personal motivation includes several aspects such as: For example, individual goals, sense of responsibility, and level of ambition are important factors that can provide additional incentives to achieve optimal performance (Kusumajati, 2011).

To achieve success, athletes must be nurtured and developed through sports success (Prasetya, 2021). In sports, skill execution is very important because it is one of the factors to achieve sports success, where skill execution is very influential to see athlete performance at the highest level (Budiman et al., 2022). Personal motivation includes several aspects such as personal goals, sense of responsibility, and level of ambition as important factors that can provide additional impetus to achieve optimal performance (Alim, 2008).

This research emerged from the growing awareness of the complexity of the relationship between personal motivation and skill execution focusing on the national korfball team (Ashford et al., 2021). The research covers important aspects such as personal goals, a sense of responsibility towards the national korfball team and analyses the extent of the complexity of this relationship and is expected to provide an insight into the relationship (Elling & Claringbould, 2005).

In focusing on the national korfball team, this research delves deeper into how personal motivation influences performance on the field (Judge & Ilies, 2002). The study examines specific motivational aspects such as personal goals, which drive athletes to achieve excellence, and the sense of responsibility athletes feel toward their team (Mallett & Hanrahan, 2004). These elements are crucial in shaping an athlete's mindset and their ability to perform under pressure (Stoyel et al., 2021).

By analyzing the complexity of this relationship, the research aims to shed light on the nuanced ways in which motivation interacts with skill execution. Understanding this relationship is essential for developing training programs that not only enhance physical skills but also foster the right motivational climate (Keegan et al., 2009). Such insights could be pivotal for coaches and sports psychologists who work with national teams, helping them to create strategies that optimize both the mental and physical preparedness of athletes (Schinke et al., 2018).

2. METHODS

This study employed a quantitative research approach with an observational cross-sectional design, aimed at investigating the relationship between personal motivation and skill execution in the context of elite-level korfball competition. The cross-sectional design was selected to capture data at a specific point in time, namely during the Single Event Asia-Oceania Korfball Championship 2022, in which the Indonesian National Korfball Team competed against the Philippine National Korfball Team. This design is appropriate for assessing correlational patterns and determining the influence of psychological constructs on in-game performance without manipulating the variables under study.

The participants in this study comprised 12 athletes from the Indonesian National Korfball Team, who were selected through a purposive sampling technique. This non-probability sampling method was deemed appropriate given the targeted nature of the population—namely, athletes with direct involvement in high-performance international competition. The selection criteria included active participation in the match, availability for assessment, and absence of injury or other impairments during data collection.

To assess the independent variable, personal motivation, a structured questionnaire instrument was utilized. The questionnaire was designed to measure three core dimensions of motivation that are often emphasized in sport psychology literature: personal goals, sense of responsibility, and level of ambition. These subcomponents reflect the intrinsic motivational drivers that influence an athlete's engagement and commitment to performance. Each item was rated using a Likert-type scale, and scores were aggregated to produce composite indices for individual motivation profiles.

The dependent variable, skill execution, was measured using the Game Performance Assessment Instrument (GPAI), specifically the skill execution component. The GPAI is a validated observational tool that assesses real-time decision-making, technical execution, and tactical awareness during gameplay. Observations were conducted by trained coders who assessed player actions during match play based on pre-established criteria, ensuring objectivity and reliability in performance evaluation.

Data analysis was performed using IBM SPSS Statistics software. Prior to conducting inferential tests, data were screened for assumptions related to linear regression, including normality, linearity, and homoscedasticity. The primary statistical technique employed was simple linear regression analysis, which was used to examine the predictive relationship between personal motivation (as the independent variable) and skill execution (as the dependent variable). The regression model was evaluated using standardized coefficients, R-squared values, and significance levels ($\alpha = 0.05$), with the aim of identifying the extent to which variations in personal motivation explained differences in skill execution during the match.

This methodological framework provided a structured and empirical basis for evaluating how psychological variables relate to performance outcomes in a real-world competitive sport context.

3. RESULTS

The instruments used have demonstrated validity and reliability with Cornbach's Alpha of 0.838 (skill execution) and 0.840 (personal motivation). The results of data analysis showed that the data distribution of the variables of personal goals ($p = 0.270$), sense of responsibility ($p = 0.108$), level of ambition ($p = 0.082$), and skill execution (0.945) fulfilled the normality assumption, but the linear assumption test detected a more complex relationship and the homogeneity assumption test value indicated that the variability was not uniform between groups so a non-parametric test was used.

Table 1. Simple Linear Regression

	Standardized Coefficients	R Square	t	Sig
Constant	83.98	0.011 (01.1%)	-0.334	0.745
Skill Execution	-0.105			
t tabel		2.179		

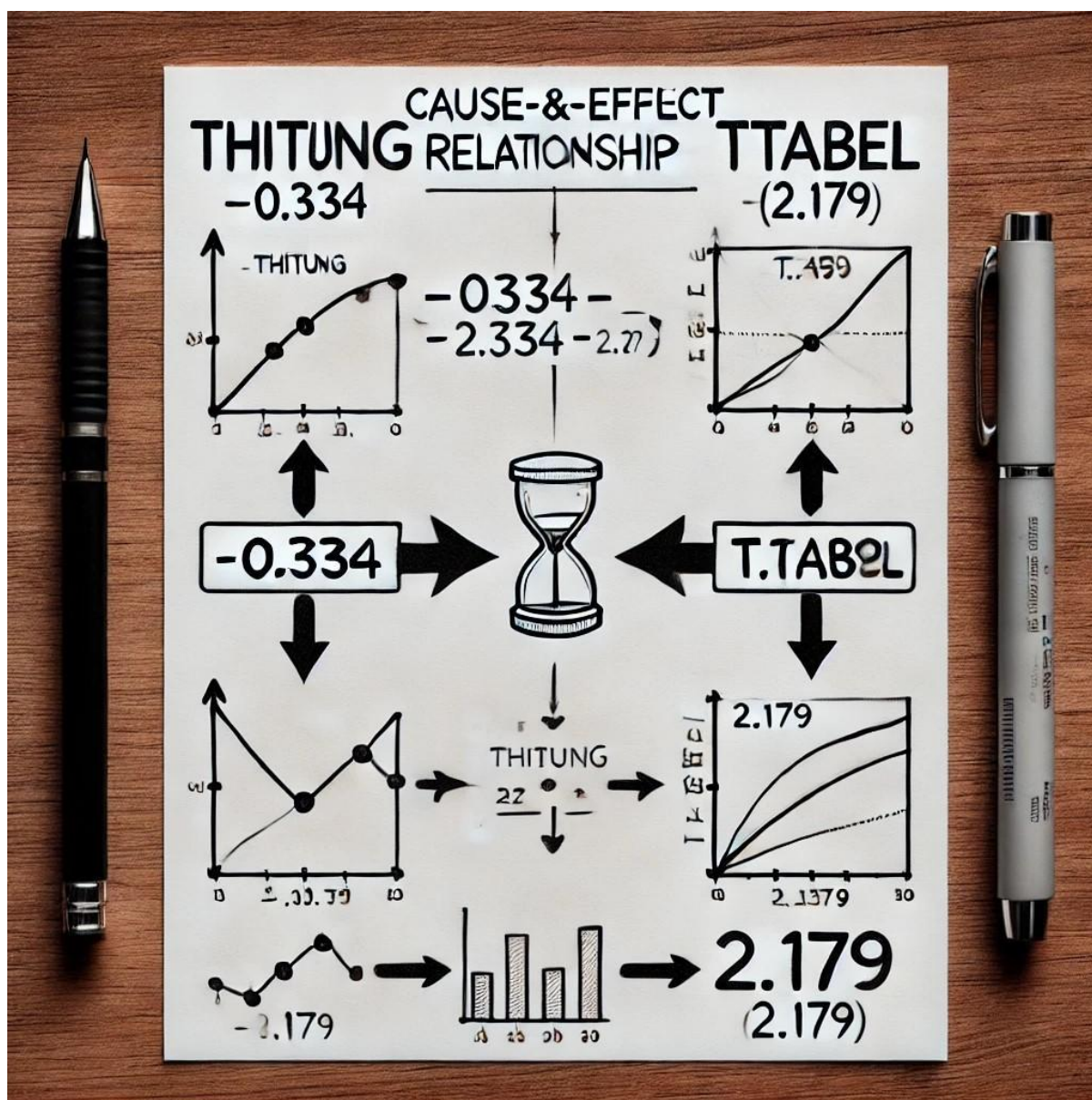
From the simple linear regression test results in the table above, we can see that the constant number of unstandardised coefficients is 83.980. This number is a constant number which means that if there is no skill execution, the consistent value of personal motivation is 83.980. This shows that every 1% increase in the level of personal motivation, skill execution will increase by -0.105. Because the regression coefficient value is minus (-), it can be said that personal motivation has a negative effect on skill execution. R Square or the coefficient of determination is 0.011 or 01.1%, which indicates that skill execution is able to explain about 1.1% of the variation in personal motivation. Meanwhile, 98.9% of skill execution is influenced by other variables.

Then, in the t column, we see a t value of -0.334 with a Sig (significance) value of 0.745. The t value shows how significant the regression coefficient of personal motivation is on skill execution. In this context, since the Sig value is greater than the alpha level which is usually set at 0.05, we conclude that the regression coefficient of Personal motivation is not statistically significant on Skill execution at the 95% confidence level.

The t table value used is 2.179, which is the critical value for alpha level 0.05. From the test results, the t value (-0.334) is lower than the t table (2.179), so it means that personal motivation has no significant effect on skill execution.

4. DISCUSSION

Based on the results of research on linear regression data, it can be seen that the effect of the relationship between personal motivation and skill execution has an interesting impression with problems and objectives. The data shows that the results of simple linear regression analysis show that the influence given by personal motivation on skill execution is not significant (Sig. 0.745 > 0.05). This could be due to variations in the responses given (Ponseti et al., 2019). Although the regression test results show that Personal Motivation does not directly affect Skill Execution, indications of personal motivation of korfball players who are shown to have clear goals tend to feel higher towards the game in achieving better performance success performance as in research that is parallel to Achievement Motivation Theory about the importance of high individual motivation on optimal performance (Cox, 1998 in Kucukibis & Gul, 2019). Even motor learning theory can be an influencing factor as this theory can highlight the importance of practice and experience in developing these two aspects of skill simultaneously (Cox, 1998 in Kucukibis & Gul, 2019). Training that focuses on developing technical skills can also indirectly improve athletes' personal motivational abilities in action and vice versa (Nightingale et al., 2018). Through proper training, athletes can improve not only technical skills in skill execution but also personal motivation in action (Brunstein & Heckhausen, 2018; Vansteenkiste et al., 2014).



Here is the diagram illustrating the cause-and-effect relationship, showing that the tHitung value (-0.334) is lower than the tTabel value (2.179). The visual clearly depicts the comparison between these two values.

In addition, this also reflects a causal relationship by looking at the tCount value which is lower than the tTable value ($-0.334 < 2.179$), then between these variables the effect is not significant. In previous research has the same case when someone has a high personal goal (personal motivation) does not always have a high level of responsibility and ambition automatically (Brunstein & Heckhausen, 2018; Vansteenkiste et al., 2014). Then the study expressed a negative (-) relationship value on personal motivation and execution so that every increase in personal motivation, there is a decrease in execution skills (Peng & Zhang, 2021; Swann et al., 2017). This discrepancy is an interesting finding in accordance with previous research which corroborates through too high levels of ambition which can be influenced by stress or excessive stress can hinder athlete performance. This can also be seen through the lens of competitive stress theory (Scanlan & Lewthwaite, 1984).

The influence of personal motivation is quite low, considering that it is only 1.1% and 98.9% is influenced by other things to improve skill execution. This shows the importance of other contextual factors such as team or environmental pressures, physical ability, and diverse playing experiences in a competitive environment. Understanding the Competitive Anxiety Theory (Gould et al., 2002). can provide enlightenment in knowing that excessive levels of personal motivation will not have a good impact on skill execution so that it can affect athlete performance in match situations (Schmid et al., 2021).

Therefore, despite having high personal motivation, it is still necessary to exercise proper control (Teixeira et al., 2012). Further analysis is needed to determine the factors that influence psychological levels and determine the optimal personal motivation limit to avoid adverse effects on work performance (Humphreys & Revelle, 1984). The results of the overall analysis provide great insights in supporting the development of the sport of korfball. Impressions on personal motivation are clearly visible in its attachment to skill execution (van der Roest & Dijk, 2021). A consideration can be given in the process of improving the training and coaching of athletes through the development of a clear strategy between motivation, anxiety, and skill performance (Birrer & Morgan, 2010).

5. CONCLUSION

Based on the regression analysis conducted to examine the relationship between personal motivation and skill execution among national-level korfball players, the findings reveal an unexpected negative correlation. Specifically, aspects of personal motivation such as individual goals, sense of responsibility, and ambition appear to inversely relate to the effectiveness of skill execution during performance. This result suggests that higher levels of internal motivation, when not properly regulated or aligned with team dynamics and strategic gameplay, may inadvertently hinder optimal performance in high-stakes competitive settings. Such a paradoxical outcome underscores the complexity of psychological constructs in influencing motor performance, particularly in team-based sports like korfball that require synchronization, cooperation, and situational adaptability. However, these findings must be interpreted with caution. The nature of the negative correlation does not imply that personal motivation is inherently detrimental, but rather that its interaction with contextual, interpersonal, and cognitive factors may produce unintended effects. It is therefore essential to conduct further in-depth studies incorporating multivariate and longitudinal models to better understand the mediating and moderating variables that shape the motivation–performance nexus. Additionally, incorporating theoretical frameworks such as Self-Determination Theory (SDT) or Achievement Goal Theory (AGT) could offer more nuanced explanations for the observed phenomena and help in identifying motivational profiles that support rather than hinder performance. Ultimately, the findings highlight the need for coaches, sport psychologists, and performance analysts to move beyond surface-level interpretations of motivation and adopt a more individualized, evidence-based approach in cultivating motivational climates within national korfball teams. A balanced and context-sensitive application of motivational strategies may be key to enhancing skill execution and overall team performance in elite sport environments.

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