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Impressions of Personal Motivation in Korfball National Team Skill Execution

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ABSTRACT

This study investigates the relationship between personal motivation and skill execution among national korfball players. Utilizing a quantitative, cross-sectional observational design, data from 12 Indonesian national korfball players who participated in the 2022 Asia-Oceania Korfball Championship were analyzed using simple linear regression. The results indicated no significant relationship between personal motivation—which includes goals, responsibility, and ambition and the players' skill execution ($p > 0.05$). Although motivation is widely recognized as a critical factor in athletic performance, these findings suggest that athlete performance is influenced by a more complex set of factors. The study highlights the need for further research to explore additional elements that impact performance in korfball. Practically, this research suggests the importance of developing training strategies that consider the interaction between motivation, anxiety, and skill performance in a holistic manner for national korfball teams.

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1. INTRODUCTION

The internal impulse to act, whether consciously or unconsciously, is a fundamental characteristic of personal motivation—a psychological construct that plays a critical role in shaping human behavior across various domains, including sport (Mihailescu et al., 2013; Granero Gallegos et al., 2017). In the athletic context, personal motivation represents an athlete's internal drive to achieve goals, fulfill responsibilities, and pursue ambition, which collectively serve as powerful catalysts for enhancing performance (Kusumajati, 2011; Clancy et al., 2016). These motivational aspects are not only intrinsic but also dynamic, evolving in response to individual experiences, team interactions, and competitive environments (Šimková & Válková, 2019). When effectively managed, personal motivation can act as a self-regulatory mechanism that sustains effort, builds resilience, and supports the realization of high-level athletic potential.

In the realm of competitive sport, skill execution—defined as the ability to consistently perform sport-specific actions with precision and efficiency—represents one of the most observable indicators of athletic performance (Tanasardi, 2017; Budiman et al., 2022). Success in sports, particularly at the elite level, is often determined by the athlete's capacity to translate training outcomes into flawless, high-pressure performance during actual competition. While physical conditioning and technical training form the foundation of performance, psychological variables such as motivation are increasingly recognized as critical contributors to an athlete's ability to execute skills effectively under pressure (Alim, 2008; Prasetya, 2021). However, the exact nature of the relationship between motivation and skill execution remains complex and not fully understood, particularly in team sports that demand both individual excellence and synchronized team dynamics.

This study emerges from a growing awareness of the ambiguity and complexity of the relationship between personal motivation and skill execution, particularly in the context of national korfbal teams, where mixed-gender collaboration, tactical precision, and situational adaptability are central to performance (Febrianta & Sabillah, 2022; Rahayani & Gayatri, 2009). Focusing on the Indonesian national korfbal team, this research seeks to explore how personal motivational factors—such as individual goal orientation, a sense of responsibility toward team success, and ambition for national achievement—influence players' execution of game-specific skills in high-level competition. These motivational dimensions are believed to shape an athlete's mental readiness, focus, and decision-making in dynamic game scenarios.

By examining this relationship through a quantitative, empirical lens, the study aims to provide deeper insights into how motivation functions as a potential facilitator—or possibly even a constraint on performance. Understanding this interaction is crucial not only for advancing theoretical perspectives in sport psychology but also for informing evidence-based practices in athlete development. For coaches, trainers, and sport psychologists, insights from this research may guide the formulation of training strategies and motivational interventions that optimize both mental preparation and skill execution. Ultimately, this research contributes to the broader discourse on how psychological readiness integrates with physical competence to produce peak athletic performance, particularly in the demanding, team-oriented setting of competitive korfbal.

2. METHODS

This study employed a quantitative research approach with an observational cross-sectional design, aiming to investigate the relationship between personal motivation and skill

execution in athletes. The cross-sectional design was selected to capture data at a single point in time during a competitive match, thereby allowing for the examination of potential associations between psychological and performance variables in a naturalistic context.

Participants

The participants in this study were 12 athletes from the Indonesian National Korfball Team, who competed against the Philippine National Korfball Team during the Asia-Oceania Korfball Championship 2022 (Single Event). A purposive sampling technique was applied to select individuals who met specific inclusion criteria, such as active participation in the match, availability for assessment, and absence of injury or health limitations during the competition. This sample was considered adequate for exploratory correlation and regression analysis in a focused elite-sport context.

Instrument

To measure the variables involved in this study, two primary instruments were utilized: a personal motivation questionnaire and the Game Performance Assessment Instrument (GPAI) for assessing skill execution. The personal motivation questionnaire, which functioned as the instrument for the independent variable, was constructed based on validated psychological constructs relevant to the context of sports performance. This instrument comprised multiple items that captured essential dimensions of athlete motivation, including personal goals (such as striving for excellence and goal orientation), sense of responsibility (such as team commitment and personal accountability), and level of ambition (such as the desire for success and willingness to improve). Each item was presented using a Likert-type response scale, and the cumulative scores were used to quantify each athlete's overall level of personal motivation. On the other hand, the dependent variable, namely skill execution, was assessed using the GPAI (Oslin, Mitchell, & Griffin, 1998), a standardized observational tool widely recognized in the field of physical education and sport pedagogy. The GPAI focuses on the assessment of in-game performance behaviors, particularly those related to decision-making, positioning, and the execution of motor skills in sport-specific contexts. In this study, the skill execution component was adapted to the competitive setting of elite korfball matches and was scored by trained expert observers to ensure the validity and reliability of the observational data. This dual-instrument approach enabled a comprehensive analysis of the relationship between psychological readiness and on-field performance among national-level athletes.

Procedures

Data collection was conducted during the official match between the Indonesian and Philippine national teams. Athletes were observed in real time by trained coders, who recorded their skill execution based on GPAI criteria. Simultaneously, athletes were asked to complete the personal motivation questionnaire prior to the match, to ensure that psychological assessments were not biased by performance outcomes. Ethical considerations were taken into account, and informed consent was obtained from all participants.

Data Analysis

Quantitative data were analyzed using IBM SPSS Statistics version 25. Preliminary checks for data accuracy and normality were conducted prior to inferential analysis. The relationship between personal motivation and skill execution was examined using simple linear regression analysis, which was chosen to determine the extent to which variations in the independent

variable (personal motivation) could predict variations in the dependent variable (skill execution). The significance level was set at $\alpha = 0.05$, and the coefficient of determination (R^2) was reported to interpret the strength of the relationship.

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.

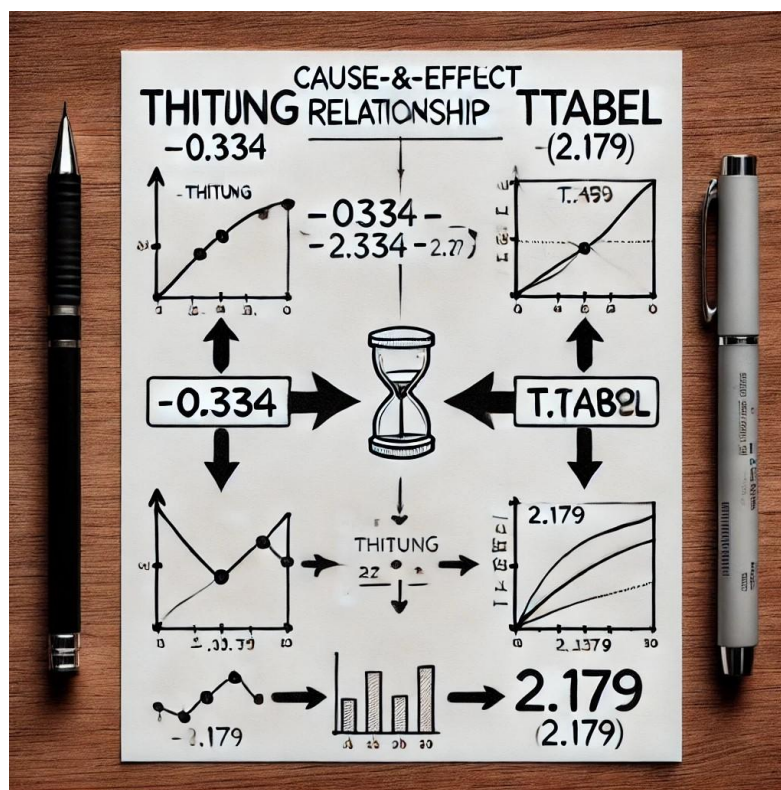
Then, in the t column, we see a t value of -0.334 with a Sig (significance) value of 0.745. The t value shows how significant the regression coefficient of personal motivation is on skill execution. In this context, since the Sig value is greater than the alpha level which is usually set at 0.05, we 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 (Ibrahim, Sumpena, et al., 2023). 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 (Martens et al., 1990) 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. 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. The results of the overall analysis provide great insights in supporting the development of the sport of korfbal. Impressions on personal motivation are clearly visible in its attachment to skill execution. 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.

5. CONCLUSION

Based on the regression analysis conducted in this study, it was found that personal motivation including aspects such as personal goals, responsibility, and ambition—had a negative relationship with skill execution among national korfbal athletes. This result suggests that higher levels of individual motivation do not automatically lead to better performance and may, in some cases, interfere with technical execution. These findings challenge the common assumption that motivation always plays a facilitative role in athletic performance and indicate that other factors—such as psychological pressure, overcommitment, or misalignment with team dynamics—could mediate this relationship. Given the complexity of the motivation-performance link, this study highlights the need for more comprehensive models supported by robust theoretical frameworks to better understand the interplay between psychological and performance variables. Coaches and practitioners are advised to develop balanced motivational strategies that align personal ambition with team objectives, and incorporate mental skills training alongside physical conditioning. Further research is encouraged to explore additional variables, including emotional regulation, team cohesion, and contextual pressures, to more fully capture the factors influencing optimal performance in elite team sports like korfbal.

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