

**UNIVERSITI TEKNOLOGI MARA**

**RELATIONSHIP BETWEEN PARTICIPATION IN  
IN-SERVICE TRAINING PROGRAM AND  
ACADEMIC COMPETENCIES AMONG SPORTS  
SCIENCE UNIVERSITY LECTURERS**

**ALI IBRAHIM ALI DAWO**

Thesis submitted in fulfilment  
of the requirement for the degree of  
**Doctor of Philosophy**

**Faculty of Sport Science and Recreation**

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## CONFIRMATION BY PANEL OF EXAMINERS

I certify that a panel of examiners has met on 1<sup>th</sup> December 2012 to conduct the final examination of Ali Ibrahim Ali Dawo on his Doctor of Philosophy thesis entitled “Relationship between participation in in-service training program and academic competencies among sport science university lecturers” in accordance with Universiti Teknologi MARA Act 1976 (Akta 173). The Panel of Examiners recommends that the student be awarded the relevant degree. The panel of Examiners was as follows:

Datin. Sarimah Ismail, PhD  
Senior Lecturer  
Faculty of sport science & recreation  
Universiti Teknologi MARA  
(Chairman)

Noormala Dato' Amir Ishak, PhD  
Professor  
Faculty of Business management  
Universiti Teknologi MARA  
(Internal Examiner)

Azizan Asmuni, PhD  
Professor  
Faculty of Educational Studies  
Universiti Putra Malaysia  
(External Examiner)

Achmad Hudad, PhD  
Professor  
Faculty of Science Education  
University Pendidikan Indonesia  
(External Examiner)

**SITI HALIJJAH SHARIFF, PhD**  
Associate Professor  
Dean  
Institute of Graduates Studies  
Universiti Teknologi MARA  
Date: 3rd March, 2015

## AUTHOR'S DECLARATION

I declare that the work in this thesis was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the results of my own work, unless otherwise indicated or acknowledged as referenced work. This thesis has not been submitted to any other academic institution or non-academic institution for any degree or qualification.

I, hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for Post Graduate, Universiti Teknologi MARA, regulating the conduct of my study and research.

Name of Student	:	Ali Ibrahim Ali Dawo
Student I.D. No.	:	2008277444
Program	:	Doctor of Philosophy (Sport Science & Recreation)
Faculty	:	Sport Science and Recreation
Thesis Title	:	Relationship between Participation in In-Service Training program and Academic Competencies among Sports Science University Lecturers
Signature of Student	:	
Date	:	March 2015

## ABSTRACT

In-service training programs have emerged as an ideal training platform for lecturers in various universities to enhance their professional competencies. This becomes a necessity owing to the rapid advances that prompt the acquisition of knowledge to improve the lecturers' competencies especially in sports science. The purpose of this study lies in investigating the relationship between participation in in-service training programs and academic competencies among Sport Science Lecturers in Libya and Malaysia. The need for in-service training among lecturers based on their participation in in-service activities was based on participation in planning (PPL), participation in implementation (PIM) and participation in evaluation (PEV). The competencies of Lecturers place focus on the competencies in planning instruction (CPI), competencies in conducting instruction (CCI), competencies evaluating instruction (CEI) and competencies in facilitating student's growth (CFS). Previous studies were reviewed to support the arguments presented in this study using prominent theories such as the Perceptual Psychology Theory, Innovation Theory of planned behaviour (ITPB) and Contingency Theory. To achieve the objectives of this study, a quantitative study based on the survey questionnaire was used to collect primary data from 320 sports science lecturers within 11 Universities in Libya and Malaysia. Non-probability (purposive sampling) was used in this study for sampling selection. The results and findings were analysed using the Statistical Package Social Sciences (SPSS) and Analysis of Moment Structure (AMOS) Software. The final model goodness fit satisfactory explained the value of  $\chi^2 = 498.637$ . The NFI, TLI and GFI were above 0.90. The eleven (11) major hypothetical statements have some direct effects on selected variables such as CPI, CCI, CEI and CFS tested and they were significant at 0.00 level. Theoretically, this study inferred two mediating variables. Firstly, CCI fully mediated the relationship between CPI and CEI. Secondly, CEI partially mediated the relationship between CCI and CFS. The current study has indicated that the integration of in-service training programs among the sports science lecturers improved the levels of competency to facilitate student's growth. The results obtained in this study depict the increasing need that relates to planning, implementation and evaluation of in-service training programs as an ideal improvement pathway of lecturers' competency at various universities. This suggests that the sports science lecturers should pay more attention towards the participation in in-service training programs that aim at upgrading their respective professional competencies. The implementation of the results of this study in universities in Libya and Malaysia is set to enhance competencies of lecturers as well as student growth which are at the forefront of government educational policies.

