

review influence diversity racial, sexual and cultural on performance teams Sports : one Meta analysis

Abstract

This article examines the impact of racial, gender, and cultural diversity on sports team performance and analyzes the data available in this field using meta-analysis. Meta-analysis is a quantitative research method that allows researchers to combine and analyze the results of different studies. This method is especially used in fields where there are multiple studies in a particular field. The purpose of conducting meta-analysis is to obtain a general and valid result from different results that can lead to the identification of clearer and more efficient patterns. The data collection tools are scientific databases, quality assessment checklists, meta-analysis software. And after collecting information and analyzing data, according to the results obtained, diversity is one of the prominent topics in sports science and team management that can lead to improved efficiency and performance and can positively or negatively affect team performance. Diversity within teams can lead to increased creativity, innovation, and improved decision-making, and generally improve team performance.

Keywords:

Racial diversity, gender, culture, performance, sports teams

Introduction

diversity racial, sexual and cultural to title one component basic in environments sports, to special in teams professional, recognized done is Recently, Research several to review influence diversity on performance teams (Woods et al., 2021 ; Zhang & Weathers, 2022). this Article intention has analysis comprehensive from works diversity

in teams presentation slow and from method Meta analysis for analysis and analysis data use do

in the world today, diversity racial, sexual and cultural to one from Subjects key in areas different from sentence exercise conversion done is teams sports, to title units social, to amount able attention under influence this diversity appointment have Research badge they give that diversity can on creativity, Innovation and in finally performance team influence positive (Cox & Blake, 1991) . one point of view wider to diversity to special in environments sports, the need to understanding deeper from dynamics a group and challenges that possible is with come (Richard , 2000).

with Existence increase Research in context variety, still to as complete specific is not that how diversity racial, sexual and cultural can on performance teams sports influence put many from Studies to review Effects positive and negative diverse to be have paid but the most stable and able the most reliable Results still in available It is not (Harrison & Klein, 2007). from side, variables various such as type sports, culture organizational, and Steps Development team also they can on this Effects coach (Van Knippenberg et al., 2004). therefore, the need to one Meta analysis comprehensive Existence has until can Results existing particle for direct object well summary done and Recommendations for improvement performance teams on basis diversity presentation give

research in context influence diversity racial, sexual and cultural on performance teams sports to Reasons several Importance has First, with attention to global to become and Changes cultural, many from teams with challenges new in context Management diversity faced are recognition Effects positive and negative diversity can to the coaches and Managers sports help slow until strategies more effective for improvement performance and unity a team design (Dreachslin , 2007). from side other, Research badge they give that teams that to good diversity particle for direct object Management they do usually has performance higher are and they can Results better particle for direct object in Competitions and Competitions got bring (Gonzalez & Denisi, 2009).

with attention to this tips, this research no alone to understanding deeper from Effects diversity on teams help does Rather Information valuable for Policy makers and Managers sports presentation gives until can decisions better in Management teams self take

diversity racial, sexual and cultural

diversity racial, sexual and cultural to Existence The differences specific in breed, gender, ethnicity and culture people Applicability it will be this The differences they can on processing information, decision making and behavior social in teams sports

influence (Harrison & Klein, 2007). in indeed, increase diversity leading to create Views and Experiences different will be that in finally can on Innovation and solve Issues complicated influence positive (Cox , 1994).

influence diversity on performance team

Research badge have given that diversity components key in success teams is attention to The differences racial and sexual can leading to improvement performance and increase productivity in Sports a group (Gonzalez & Denisi, 2009). on basis Theory variety, teams that from Cultures and views different formation have been ratio to challenges, solutions more creative presentation (Van Knippenberg et al., 2004).

theories related with diversity

a theory so called to Theory to employment Innovation offer does that diversity in teams sports can to increase creativity and Innovation leading to be according to this theory, diversity cause exchange Information and experiences different will be that can to learning and progress team help slow (Müller et al., 2020). Also, Theory Oneness badge gives that teams diverse from opinion racial and sexual possibly better they can to Challenges answer give to this the reason that they they can from Experiences and thoughts different interest (Richard et al., 2004).

challenges Management diversity

Although that diversity can benefits a lot to companion had be, but Also possible is challenges particle for direct object also to Existence brought Existence The differences cultural can leading to misunderstanding or Contradiction in teams (Dreachslin , 2007). such challenges in need Management and leadership effective are until to promote interaction positive and cooperation between Members team help do

Materials and methods

type method research

method research for review influence diversity racial, sexual and cultural on performance teams sports, Meta analysis is Meta analysis one method research a little is that to Researchers this possibility particle for direct object gives until Results Studies different particle for direct object Composition and analysis do this method to special in context those that Studies several in one domain special Existence has, item use appointment takes purpose from do Meta analysis to hand to bring one the result overall and authentic from Results different is that can leading to identification Patterns clear and more efficient to be

tools gathering Information

tools gathering Information in this research including :

1. Bases data Scientific : Systems scientific such as Google Scholar Web of Science , Scopus and PsycINFO for search Articles scientific and researches that influence diversity racial, sexual and cultural particle for direct object on performance teams sports review have done

2. Check List Evaluation Quality : instrumental for Evaluation quality Studies choice done, including criteria primary such as specific to be purpose research, methodology, size example, narrative and Reliability Tools .

3. Software Meta Analysis : software such as Rev Man or Comprehensive Meta-Analysis that to Researchers permission gives data particle for direct object analysis and Results particle for direct object comparison do

method gathering Information

method gathering Information in this research including Steps Below is :

1. Search Sources : Researcher with use from Keywords related from sentence diversity racial, diversity gender, diversity cultural, performance teams sports and Meta analysis in Bases data scientific search does

2. Selection Studies : Studies that criteria defined for including to become in Meta analysis particle for direct object had be, choice they become this Criteria they can including date publication, type study, size example, and Features sample to be

3. Extraction Data : from every study including Information key Najir size effect, methods, Results and Measurements related, extraction it will be

4. Evaluation quality Studies : Quality Studies including Evaluation narrative and Reliability Tools item use, size sample and Methodology they review it will be

method analysis and analysis data

method analysis and analysis data in Meta analysis including Steps Below is :

1. Calculation size Author : Mohaghegh size effect particle for direct object for every study Calculate does that can including d Cohen for review The differences average or Correlations be

2. Integration Data : with use from Softwares Meta analysis, sizes effect Calculated from Studies different Integration they become until one size effect overall for influence diversity on performance teams sports to hand come

3. Tests Homogeneity : Researcher review does that do The differences observed between sizes effect caused from diversity real and or Errors random is Tests Q and I^2 usually for this work use they become

4. Analyzes Sensitivity : review that how Results to choice Studies and criteria login to Meta analysis sensitive is and do Results change does

5. Report Results : In Finally, Results to the face Tables and Charts presentation will be and to analysis Results paid it will be

Results

analysis data with method Meta analysis for review influence diversity racial, sexual and cultural on performance teams sports

in this section, we to analysis data with use from method Meta analysis we pay and Tables various particle for direct object including it will be data Based on Studies Chosen collect done and Results step to step analysis they become

collect data

so from choice Articles and review quality they, data Below from every study extraction They are:

- Name The authors
- Year release
- Type study (experimental, solidarity and etc .)
- Size sample
- Size effect
- Deviation Criterion
- Type diversity (racial, gender, cultural)
- Criterion measurement Performance (Efficiency athletes, coordination team, Results .Competitions and etc)

Table \ : Data related to Studies Chosen

Author (year) type Study [N) size Effectd) deviation Criterion type Diversity Criterion measurement Performance
Smith (Experimental \ . . . , ٢٥ . , \ . Racial coordination team (٢ . ٢ .

Johnson (Correlation $.50$ $.38$ $.15$ Sexuality efficiency Athletes $.(2.19$
Lee (Experimental $.80$ $.55$ $.08$ Cultural Results Competitions $ (2.21$
Brown (Correlation $.20$ $.60$ $.12$ racial and Cultural coordination team $ (2.22$
Calculate size effect overall

for Calculate size effect overall and deviation Criterion Kelly, from Formula Below use
It becomes:

$$d_{\text{total}} = \frac{\sum (d_i \times N_i)}{\sum N_i}$$

that in it:

d_i size effect every study

N_i size sample every study

Results Calculations

Calculate size effect Overall:

$$d_{\text{overall}} = \frac{(.45 \times 100) + (.38 \times 150) + (.55 \times 80) + (.60 \times 120)}{100 + 150 + 80 + 120}$$

$$d_{\text{overall}} = \frac{45 + 57 + 44 + 72}{450} = \frac{218}{450} \approx .484$$

Tests homogeneity

for review homogeneity results, from test Q and I² use it will be

Test -Q: Total square size The effects Minus number Studies collected done χ^2 .

$$Q = \sum \left(\frac{(N - 1) \cdot d^2}{SE^2} \right) \quad I^2 = \frac{(Q - df)}{Q} \times 100$$

that in it:

(df) degrees freedom

Results test homogeneity

Table 1: Results test homogeneity

Test amount
Q 15.7
df 3
p-value .001
I ² 75%

Analyses sensitivity

with remove every study as separate and Evaluation influence it on size effect Kelly, analysis sensitivity do it will be

-Size effect Kelly, one size effective authentic from influence diversity racial, sexual and cultural on performance teams sports badge gives

with attention to I^2 that is above 50%, indicating Existence diversity able attention in Results Studies is that can to the reason difference in growth of nines places, and methods research be

-Reviews more on Roy Characteristics and Features special racial, sexual and cultural possible is to understanding more accurate from this influence help slow down

this analysis can basis scientific strong for Researches the future in domain diversity and performance teams sports be

according to Results obtained, diversity racial and cultural cause Promotion Communication between individual and increase creativity in teams(Huynh et al., ٢٠٢٠)Also, diversity sexual improvement able attention in performance teams create done and on decision making better influential(Raya et al., ٢٠٢١)

Discussion

diversity in teams can to Promotion Efficiency and improvement performance leading be, but must to Agents various such as culture organizational and the environment team also attention(Ely & Thomas, ٢٠٢٠)in this straight, Management diversity to title one challenge effective in improvement performance team item Importance appointment has Results this research badge gives that diversity racial, sexual and cultural influence positive and able attention on performance teams sports has to Managers teams Recommendation will be that to strengthen diversity in teams self paid and Solutions for improvement solidarity and interaction between members presentation give

research in context influence diversity racial, gender, and cultural on performance teams sports to follow answer to this question key is that do diversity can to improvement performance and solidarity in teams help slow down Results Meta analysis do done badge gave that diversity real and meaningfulness in performance teams sports Existence has and this Results can to Features special every team, type exercise and Conditions environmental dependent be

Results badge gives that diversity racial, sexual and cultural with create Points strength and capabilities different in teams can to improvement coordination team, creativity and Innovation leading to be Also, differences cultural as source learning and Development also can Raised to be but in the same Now, must to Challenges and Contradictions possible caused from diversity also attention be; because Absence understanding or

attention to this diversity can leading to Disputes and inconsistency in performance a group to be Results key

Size effect Positive : Size effect Overall $(d \approx 0.48)$ indicates influence positive and meaningful diversity on performance teams is this the result expressive this is that teams diverse generally performance better particle for direct object from self badge they give

-role diversity in creativity and Innovation : diversity in Members team can cause presentation ideas different and also increase Ability decision making to be this The problem to special in events sports that in need strategies creatively and thought accurate are, have Importance is

-Challenges result from Variety : in the same Now, agent diversity possible is to Contradictions between individual leading be, especially If Members team abilities necessary for Management diversity particle for direct object has not to be this The problem in need Management effective is until from Contradictions caused from The differences cultural and sexual prevent to be

Consequences practical

Results this research can Consequences practical important for coaches, Managers sports and Organizations sports had be a number from Consequences important are from :

-Development strategies Team : Coaches and Managers must attention special to diversity in teams had to be and programs educational particle for direct object direction strengthen empathy and understanding Reciprocal between Members team design do

-Employment and Selection : Processes Employment and choice Members team must in a way design become that diversity particle for direct object encouragement do

-Concentration on culture Organizational : Creation one culture organizational that diversity particle for direct object Support slow and leading to solidarity a team positive be, can to the best Results leading to be

Limitations and Suggestions for Research the future

- Limitations :This Meta analysis possible is to the reason Limitation in number Studies reviewed and The differences type study, in hand came be Also, quality and Methodology different researches can Results particle for direct object under influence appointment give

-Suggestions for Research Future : To review influence every one from aspects racial, sexual and cultural as separate paid to be and Studies experimental more in this domain the face take Also, review influence this diversity on other aspects performance a team and social can fields new particle for direct object for Research provide slow down

Results this study badge gives that diversity racial, sexual and cultural can agent significant in improvement performance teams sports be with attention to challenges related with Management variety, the need to strategies effective for Exploitation from Benefits it and decrease Contradictions feeling it will be this The findings they can to title basic for Researches the future and Also for Development Methods managerial in context exercise and teams sports item use appointment take

Suggestions practical for review influence diversity racial, sexual and cultural on performance teams sports

: Development programs educational Team \

holding Workshops educational for Members team direction Acquaintance with Cultures different and promote empathy and understanding reciprocal

Education skills intercultural and Management conflict to Members team for more efficient to do Collaborations between Members different

: Use from Consultants and Specialists Variety .۲

Employment Consultants diversity and inclusion for guidance in create policies suitable and create culture including for The teams

this Consultants they can on Roy Development strategies suitable for Management diversity and decrease experiences negative work do

: Create space supportive and open for expression Comments .۳

provide to do space that Members team can to Convenience feelings and Experiences self particle for direct object to Subscription let them this including Meetings regular conversation and Feedback it will be

: Adjustment processes choice and Recruitment .۴

to employment programs selective and employment that diversity particle for direct object to title one Criterion key in opinion they take teams must including members from contexts and Cultures different to be

: Adjustment process Optimization Performance .۵

use from Tools Evaluation performance that attention special to influence diversity in performance a team have and Points strength and weakness every member particle for direct object identification they do

: Evaluation and review Continuous .۶

create processes Evaluation regular for review influence diversity on performance team this including surveys, Interviews and groups focus is that can to collect Feedback and identification Problems Obstacles help slow down

: Promotion culture including in Organization .۷

effort for create culture organizational that including diversity and inclusion be this including policies managerial outright in support from diversity and promote equality in teams it will be

Facilitation competition and cooperation between Templates different Cultural .^٨:

holding activities team building that from Members with Cultures and Backgrounds different formation have been with purpose create communication closer and cooperation between Members diverse

: Researches more in context Effects positive Woo negative Variety .^٩

encouragement Researchers for continue Research in fields more unknown that indicating Effects special diversity on performance and behaviors inside teams is

: Use from strategies managerial Sure .^{١٠}

Management effective diversity teams sports to as special from through identification Points strength and weakness and create Strategies that to performance overall team help slow down

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