



Identifying the factors affecting sports economics in Iranian sports talent search using a grounded theory approach

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ABSTRACT

Talent discovery is a topic that is of particular importance in the world of sports, identifying the factors of success paves the way to reach the peak of glory in this path. Therefore, the process of discovering athletes through talent discovery and participation in an organized training program is one of the most important topics in sports today. The methodology used in this study is qualitative-quantitative, in which the grounded theory method was used in the qualitative part and the FDAHP technique was used in the quantitative part. To identify the components, interviews were conducted with 15 experts using open, axial, and selective coding. The results of this qualitative research also led to the identification of 71 effective components, and after implementing three stages of fuzzy Delphi with a data-driven approach, 30 components factors affecting sports economics in Iranian sports talent, including government support; economic factors; cultural and social factors; location factors; technology; laws and regulations; creating social justice; improving the sports economy; ... and the age of starting sports.

Keywords: Talent search, sports talent search, sports economics, grounded theory, fuzzy Delphi

1. Introduction

In the face of changing external environments, in order to establish competitive advantage, organizations must also renew their valuable resources, as organizational capabilities enable organizations to influence these continuous changes (Anderson and Adams, 2019). In this regard, resource-based theory considers the organization to consist of a set of tangible and intangible assets that are combined according to their capabilities and create the capabilities of the company (Zandbergs & Brike, 2018). The turbulent and competitive world that dominates the business environment of organizations has turned the human resource component into an influential factor and a potential opportunity in maintaining and promoting organizational benefits and the lasting sustainability of organizations; so that having quality human resources with skills appropriate to the organization's needs is of particular importance (Abili, 2014).

Talent management deals with the systematic recruitment, identification, recruitment, employment, retention, and development of high-potential individuals who have specific value to the organization (Armstrong and Landers, 2018). Talent management ensures that the right people with the right skills are focused and engaged in the right place (Areyiqat et al., ۲۰۱۰). In such circumstances, the challenge facing the future business world is to acquire the organization's vital knowledge along with the valuable human resources that produce this knowledge. While understanding the need to recruit, develop, and retain talent, organizations have realized that talent is a critical resource that needs to be managed to achieve the best results (Sweem, 2009). Talent is not a task that can be achieved only by attracting talented people, but attracting talented people is the beginning of the organization's effort in the talent management process. The reasons that contribute to the increase in such a tendency are such as recent organizational downsizing, many job opportunities created by new technologies, easy access to a large number of jobs through the Internet, job dissatisfaction, lack of necessary organizational commitment, lack of meritocracy in the organization and changing job needs of individuals (Rathwell, 2009; Williams, 2000; Smith and Bayham, 2002; Michels et al., 2001). The main mission of human resource talent management is to employ individuals who have the highest potential and to nurture individuals who have the highest level of

development in the field of sports or arts (Adamson et al., 2016), while talent identification and elite development in sports means discovering and activating the potential athletic abilities of an individual and guiding them in the right direction.

Talent identification can be considered the first step in the process of developing talents and achieving optimal sports performance and is considered one of the important pillars of planning and development in sports. In the management of the sports system, less attention has been paid to the country's sports talent identification as a systematic, documented, and organized process. Therefore, taking serious and successful steps in this field requires planning, implementation, evaluation, and continuity in activities until a definite result is reached. When we talk about developing a program and creating a specific system for sports talent identification, we mean designing a structure and organization in which the units and elements whose key role in this process is essential are clearly identified and determined, and the contribution of the framework of tasks and the role of each of them in the talent identification system can be precisely determined, and the necessary coordination and alignment in activities are taken into account when implementing them.

The progress and development of the country's sports can be considered one of the most important factors in national economic, social and cultural development, and the Five-Year Development Plan is a framework that can help achieve this goal. Therefore, according to 7 articles based on the clauses and notes of (Article 78, Article 23, Part "H" of Article (75), the table below Article (87), Clause "C" of Article (89), Note "2" of Clause (C) of Article (89), Parts "A", "B" and "D" of Article (92), it has been proposed that the general policies of the Seventh National Development Plan with the priority of economic progress combined with justice include seven headings: economic; infrastructure; cultural and social; scientific, technological and educational; political and foreign policy; defense and security; administrative, legal and judicial. A review of the content of these policies shows that none of the 26 policies use the terms "sports, physical education, and physical activity," but planning in the field of physical education and sports can help achieve policies 1, 5, 12, 13, 15, 17, 18, 21, and 24. On the other hand, among the 118 articles included in the Seventh Development Plan Bill, only

one provision directly and explicitly refers to the categories of sports, physical education, and physical activity in the form of Article (78), and it concerns the issue of "the right to broadcast sports competitions on television." An examination of the content of this article shows that it has no executive aspect, because this text does not differ significantly in nature and function from the text of Clause "P" of Article (92) of the Sixth Development Plan, which was mentioned in this regard, and it will definitely not be operational. In the Seventh Development Plan, in additional clause "3", the government obliges the Ministry of Education to create an in-school sports environment and allocate the necessary human resources, equipment, facilities, and financial resources to the Student Sports Federation and its affiliated sports boards and associations, Farhangian University, and Shahid Rajaei Teacher Training, and compensate physical education teachers for their services during non-duty hours by setting up health and fitness centers and sports talent clubs in the provinces of the country. Therefore, the present study aims to identify effective components for developing talent management in sports economics of the country by examining various issues of talent identification in sports in the country and using the perspectives of experts in this field.

Sports talent scouting

Talent identification is a topic of particular importance in the world of sports. Identifying the factors of success paves the way to reaching the pinnacle of glory. This process requires identifying and selecting talented individuals who have the necessary physical, skill, and behavioral requirements for success in a specific sport. The process of discovering athletes through talent scouting and participating in an organized training program is one of the most important issues in sports today. Therefore, in sports as

an art, discovering talented individuals and selecting them at a young age, then guiding, controlling, and evaluating them in ascending to the highest level of skill are of great importance. Although the supportive role of family and friends is important in the lives of elite athletes, the issue of talent identification is a scientific and specialized phenomenon that should only be defined based on scientific principles and carried out with the advice and consultation of experts and scientific specialists. In the age of knowledge and wisdom, organizations increasingly focus on knowledge and knowledge workers. Therefore, human resource management, the need for comprehensive process design, talent management is emphasized (Collings and Mellahi, 2009). In today's turbulent world, what can guarantee the thriving and growing life of organizations is the existence of an effective and efficient management system. To have such a system, competent and competent managers must be trained. The training and development of managers also requires a comprehensive and complete framework to implement the organization's goals and strategies by identifying, selecting, and effectively training managers (Dianat, Seyyed Javadin, and Shah Hosseini, 2018). In this regard, it seems necessary to pay attention to the talent management cycle, which consists of three main areas: identifying and attracting talents, retaining and maintaining talents, and developing talents (Michaels et al., 2001).

Talent identification requires specific criteria. These criteria are necessary because they distinguish the able-bodied from the disabled, and those who are suitable for a particular sport turn to that sport, while those who do not meet the necessary criteria are directed in another direction. These criteria include: 1) health (physical health); 2) biometric ability; 3) heredity; and 4) sports facilities and climatic conditions (Rok rok et al., 2022).

Table 1: Research Talent search in sports

Researcher's name and research year	Environmental factors
Riba, Stamboulova, and Schink (2013); Vincas, Fuegidi, Dans, and Begnier (2008)	Sports culture and politics
Hyman, Pullman, Taylor, Hemming, and Burkholz (2011); McDonald, Jeong, Kote, and Abernathy (2009); Wishensteiner, Abernathy, and Farrow (2012); Brunner, McDonald, Pickett, and Kote (2011); Seif Panahi and Khatibi (2017)	Economic and demographic factors
Larsen, Alferman, Henriks, and Christensen (2013); Carlsson (2011); Henriksson, Stamboulova, and Roeschler (2010); Seif Panahi and Khatibi (2017)	Training and program
Carlson (2011); Hyman, Pullman, Taylor, Hemming, & Borkules (2011); Gould, Lauer, Johns, & Pennisi (2006); Gilubin, Oldenzel, Weisensteiner, & Gajne (2010)	The role of those around you

Environmental factors that influence the development of brilliant talents in sports have been investigated. Therefore, further investigation into recent studies and the environmental development trend of talent seems necessary. (Martindale et al., 2012). Therefore, a comprehensive review is necessary for researchers to reach a collective understanding of what has been done in this field (Booth and Beale, 2015).

Sports Economics in Iran

The sports economy, as part of the macroeconomy, includes economic activities related to sports, clubs, sports events, advertising, broadcasting rights, and the production and sale of sports goods. In Iran, given the widespread public interest in sports, especially football, this sector has great potential for growth. However, challenges such as weak private investment attraction, managerial issues, and a lack of suitable economic infrastructure have limited the development of the sports economy in the country.

Different Aspects of the Sports Economy in Iran

- 1) Revenue Generation from Broadcasting Rights: One of the most important sources of revenue in sports worldwide is broadcasting rights. In Iran, due to the monopoly of the national broadcasting organization and the failure to fairly distribute revenues to clubs, this sector has not achieved optimal profitability. While in top international leagues, such as the English Premier League, a significant portion of club revenues comes from broadcasting rights, in Iran, this revenue stream plays a minimal role (Hosseini, 2021).
- 2) Advertising and Sponsorship: Sponsorship is one of the most crucial financial tools for sports clubs. In Iran, commercial brands are interested in financially supporting clubs and athletes. However, due to a lack of financial transparency and weak contracts, these collaborations are often unstable. Unlike in Europe, where clubs generate revenue through long-term agreements with reputable companies, sponsorship contracts in Iran are usually short-term and unreliable (Ahmadi & Colleagues, 2020).

- 3) Revenue from Ticket Sales and Spectator Attendance: Ticket sales for matches are a key revenue source in sports. In Iran, due to infrastructural issues such as a lack of modern stadiums, inadequate services for spectators, and weak electronic ticketing systems, this sector has not developed properly. Additionally, the COVID-19 pandemic and its related restrictions severely impacted this revenue source (Karimi, 2022).
- 4) Development of the Sports Equipment Industry: Iran has high potential in the production of sports products, but reliance on imports, weak branding, and a lack of competitiveness with international brands have hindered the growth of this industry. By supporting domestic production and standardizing products, a significant portion of the domestic market could be captured, and even exports to neighboring countries could be expanded (Rezaei, 2019).

Challenges and Opportunities in Iran's Sports Economy

Challenges

Inefficient Management: The traditional structure of sports management in Iran hinders innovation and private investment.

Lack of Clear Regulations: There are no well-defined legal and economic regulations to support sports investors.

Weak Marketing and Branding: Iranian sports have not effectively engaged in branding and commercial opportunities.

Opportunities

Increasing Private Investment: Facilitating conditions for domestic and foreign investors can bring significant growth to the industry.

Development of Sports Tourism: Iran, with its natural and historical attractions, has the potential to attract sports tourists, creating substantial revenue.

Expansion of Technology in Sports: Utilizing modern technologies such as online ticketing and internet broadcasting of matches can create new revenue streams.

Factors affecting talent acquisition

Today, in the recruitment market, there is fierce competition to attract talent and high-potential employees. Given the acceleration of changes in various economic arenas and the increasing competition between organizations in attracting top talent, most organizations today are facing a talent crisis due to reasons such as a decline in available talent, a poor position to retain top talent, and poor human resource strategies such as compensation and benefits. Retaining high-potential employees, or in other words, talents, is one of the main priorities of today's organizations due to intense competition and a shortage of highly capable and skilled employees (Guo et al., 2022). The role of human resources is very important in all organizations, and an organization achieves its goals when it has talented and high-potential employees (Fernandes et al., 2020).

Talent: Talent is an aspect that contributes to a person's specific ability to perform in a particular field. Unlike learned knowledge and skills that are acquired through practice, talent is a person's special ability to progress relatively quickly in a relevant field and the ability to achieve an above-average level of performance. In general, we should say that talent has two characteristics: it is innate, and we are born with it. It is rare, and few people have it. Of course, this does not mean that only a few people are talented. Rather, all humans are talented, and only the type of their abilities differ (Diyant, Seyyed Javadin and Shah Hosseini, 2018).

Research background

Sarлак et al. (۲۰۲۴) studied the topic of "Designing a succession model with an emphasis on talent management." The results showed that identifying the organization's needs, identifying the required competencies, identifying talents through a talent pool, training and employing, evaluating and reviewing are the main categories in designing a succession model and talent management.

Ramazani et al. (۲۰۲۳) conducted a study entitled "Designing a Basketball Development Model in Iran." The results of the study were reported in two parts: a) factor analysis of the main variables with their dimensions and components of their subsets, and b) path analysis between these main variables. Except for the three relationships of talent acquisition on the

event, environmental context on strategic management, and the effect of resources on the event, the other relationships were confirmed and were significant. Based on the proposed model, it can be said that basketball development is a strategic process that is ultimately carried out through participatory components under the influence of the aforementioned factors.

Rajabi et al. (۲۰۲۴) conducted a study titled "Identifying Effective Factors of Talent Management in Iranian Handball Sport Using a Grounded Theory Approach." The results showed that communication and interaction strategies with education, management and program stability, media coverage, support for handball coaches and champions, the validity and appropriateness of talent tests and indicators, and sufficient budget and financial resources can help government officials manage handball talent in the country.

Moradi and Shokri (۲۰۲۲) in their research entitled Designing a compensation model with a talent retention approach with an emphasis on the role of the government (case study: venture and venture funds), concluded that in order to validate the research, the criteria of transferability, reliability, verifiability, generality, accuracy, compatibility, and understandability were used, and finally, a compensation model with a talent retention approach was developed.

Tommy et al. (2022) in an article titled "The Effect of Reward System Design with Enrichment, Career Development, and Training on Motivation and Career Success of Libyan Telecommunications Employees" found that telecommunications companies should develop a compensation system consisting of monetary and non-monetary rewards to increase the motivation of their employees and, as a result, achieve organizational success.

Jaipong et al. (2022) in an article titled "A Case Study on Talent Shortage and War in a Thai Company" showed that a Thai company, by designing an appropriate reward policy and implementing a compensation system in order to retain and retain its talents, maintained motivation and interest. The human resource department achieved significant success.

Barbo and Diaconescu (2018) in their study titled "Talent Management in Sports Organizations" found that the approach to succession planning and talent management in sports organizations should be based

on strategic goals and human resource needs. For this purpose, they proposed 6 steps that form a work plan for designing and deploying succession. Talent development and management creates It includes: a) planning and developing the process; b) ensuring strategic integration; c) assessing the current situation; d) identifying and evaluating talented individuals; e) employing, planning and undertaking development; and g) evaluating.

Research methodology

The research method in this study is qualitative, which is first discussed in this section. Based on the investigations carried out regarding National sports talent search in sports economics in Iranian sports talent and the initial criteria of the form Its generalization is made possible by the availability of experts and experts who On The criteria derived from the research objectives were selected in a judgmental manner and discussed. Simultaneous data collection and analysis in content analysis gives the researcher the opportunity to think about what data to collect, where, and how. This method is called judgmental or theoretical sampling, which indicates that the cases are selected in a way that, on the one hand, increases the quality of concepts and categories, and on the other hand, determines the next sample and the direction of movement. The interviews were open-ended in the first sessions and continued in a semi-structured format in the subsequent sessions as relevant issues were identified. A total of 15 interviews were conducted with the experts until theoretical adequacy was finally achieved. After the interviews Finally, to Interpretation of interviews conducted with expert's Sports talent detection system in this study, interviews with expert's Sports talent scouting and managers of sports economics in Iranian sports talent It was conducted in Tehran province. The interviews focused on the experts' professional opinions regarding the conceptual model. The country's sports talent search in sports economics in Iranian sports talent the initial interviews were conducted after extracting the main components from domestic and foreign scientific sources and texts in order to identify the main themes and categories. At the same time as conducting the interviews, the researcher identified individuals who could provide specific insights into undeveloped or less developed topics and categories during the data analysis process. With the identification of themes and

the formation of initial categories, the second round of interviews began with the aim of developing this group of categories. Accordingly, the researcher conducted 15 interviews in three rounds and analyzed their texts. In the first round, the researcher succeeded in identifying key categories after analyzing the texts of 11 interviews. After analyzing these interviews and reviewing a wide range of studies conducted by previous researchers, questions arose about the main phenomenon of the research. Therefore, the researcher conducted a second round of interviews. In this round, in order to ensure the theoretical saturation of the categories, the researcher conducted 4 more interviews, taking into account the main phenomenon and its related subcategories. Finally, after identifying the categories and ensuring their theoretical saturation, the third round of interviews was held. At this stage, the researcher conducted a questionnaire in the form of items extracted from the interviews and sent it to the interviewees, trying to find theoretical examples of the categories and the relationships identified between them, to provide a basis for refining the theory and presenting his conceptual model. The interviews were conducted by asking questions about "Talented Water National Sports Federation: Vans "The chosen one" began (open and semi-structured interview) and then questions were asked based on the interviewees' answers. After the interview was completed - Qualitative aspects of the quantitative part through a fuzzy Delphi hierarchy to identify the component the Fuzzy Delphi method is a structured process for collecting and classifying existing knowledge among a group of experts and specialists, which is carried out through the distribution of questionnaires among these individuals and controlled feedback of the responses and opinions received. The Fuzzy Delphi technique can be used to "identify" and "screen" the most important decision-making indicators, this method is usually carried out in two rounds. The aim of the first round is to identify issues related to the research problem. In many studies conducted using the fuzzy Delphi method, the first-round questionnaire is developed by the researcher himself or herself based on an extensive and comprehensive literature review or through a subgroup of experts. Using the supervision team It's done.

Analysis of the findings

In this research, interviews with experts in the field of sports talent identification in the country: sports economics in Iranian sports talent were collected and analyzed using three coding methods (open, axial, and selective) in the theory-building, data, and information stages. As previously stated, the researcher has made the necessary use of all grounded theory processes (open, axial, and selective coding, as well as taking notes and drawing diagrams) in the current study to analyze all grounded theory processes. For open coding, the relevant table, which includes two parts: interviews and extracted primary codes, secondary codes of concepts and categories extracted from them, was used.

A: As can be seen in Table 1, the attempt is to extract key points and issues emphasized by the interviewees. Paying attention to these key points extracted from the interview transcripts helps the researcher to creatively select titles that are appropriate to the specific characteristics related to the research. After coding and implementing the related steps, all key points of the interviews were given a title as follows.

At this stage, by creating code lines in the coding stage and using them, 392 items were identified regarding the theme and identification of the components of the

country's sports talent search of the sports economics in Iranian sports talent.

B: The formation of the main categories and classes is formed. In this section, the researcher will consider the relationship between the concepts extracted from the interviews (initial coding) and the basic foundations of the research.(Identifying the components of the country's sports talent search (sports economics in Iranian sports talent) and trying to It is necessary to adopt a comprehensive, complete, logical and integrated relationship between the aforementioned categories in order to Base on that, it configures the main categories and classes and can develop a central coding to ultimately identify the component. The sports economics in Iranian sports talent will be effective in identifying the components of the country's sports talent search. Be, step the necessary items should be removed.

As a result, according to the interview in this study, the researcher seeks to answer this question. Let: component Effective on Identifying the components of national sports talent search for sports economics in Iranian sports talent, Who are they and is the rank and position of each of them identifiable? Is After determining the categories, the next step is to construct the general categories of the theory using selective coding, which is presented in Figure 1.

Table 2: Summary One of the research interviews (qualitative section)

Initial coding (interview)	
➤	High-level competitions increase the motivation of athletes to improve their performance. This paves the way for talent to progress and reach higher levels.
➤	By assessing sports performance in real environments, potential talents can be identified. Athletes who achieve superior performance in real competitive conditions can be considered top talents.
➤	Coaches should be familiar with motivational methods so that they can strengthen athletes' motivation on the path to growth.
➤	The existence of appropriate facilities such as sports halls, standard fields, and advanced equipment provides a suitable platform for attracting and identifying talented individuals.
➤	It can be stated that equality in educational and coaching opportunities is of great importance in providing educational and training opportunities for sports talents equally, regardless of economic or social conditions.
➤	Awareness of parents and society of the importance of talent identification and cooperation between them can provide a suitable platform for the growth of the next generation of professional athletes.
➤	Regular feedback and encouragement improve the talent identification process and prepare players for greater success.

Table 2: Secondary coding of the interview

Saying	Subcategory
High-level competitions increase athletes' motivation to improve their performance. This paves the way for talent to develop and reach higher levels.	Improving the level of competition
By evaluating athletic performance in real-world environments, potential talents can be identified. Athletes who achieve superior performance in real-world competitive situations can be considered top talents.	Evaluating sports performance in real-world conditions
Coaches must be familiar with motivational methods so that they can motivate athletes on the path to growth.	Increased motivation

Saying	Subcategory
The existence of suitable facilities such as sports halls, standard fields, and advanced equipment provides a suitable platform for attracting and identifying talented individuals.	Facilities and infrastructure
It can be stated that equality in educational and coaching opportunities is of great importance in providing educational and training opportunities for sports talents equally, regardless of economic or social conditions.	Creating social justice
Awareness among parents and society of the importance of talent identification and cooperation between them can provide a suitable platform for the growth of the next generation of professional athletes.	Parental and community awareness
Regular feedback and encouragement improves the talent acquisition process and sets players up for greater success.	Regular feedback and encouragement for players

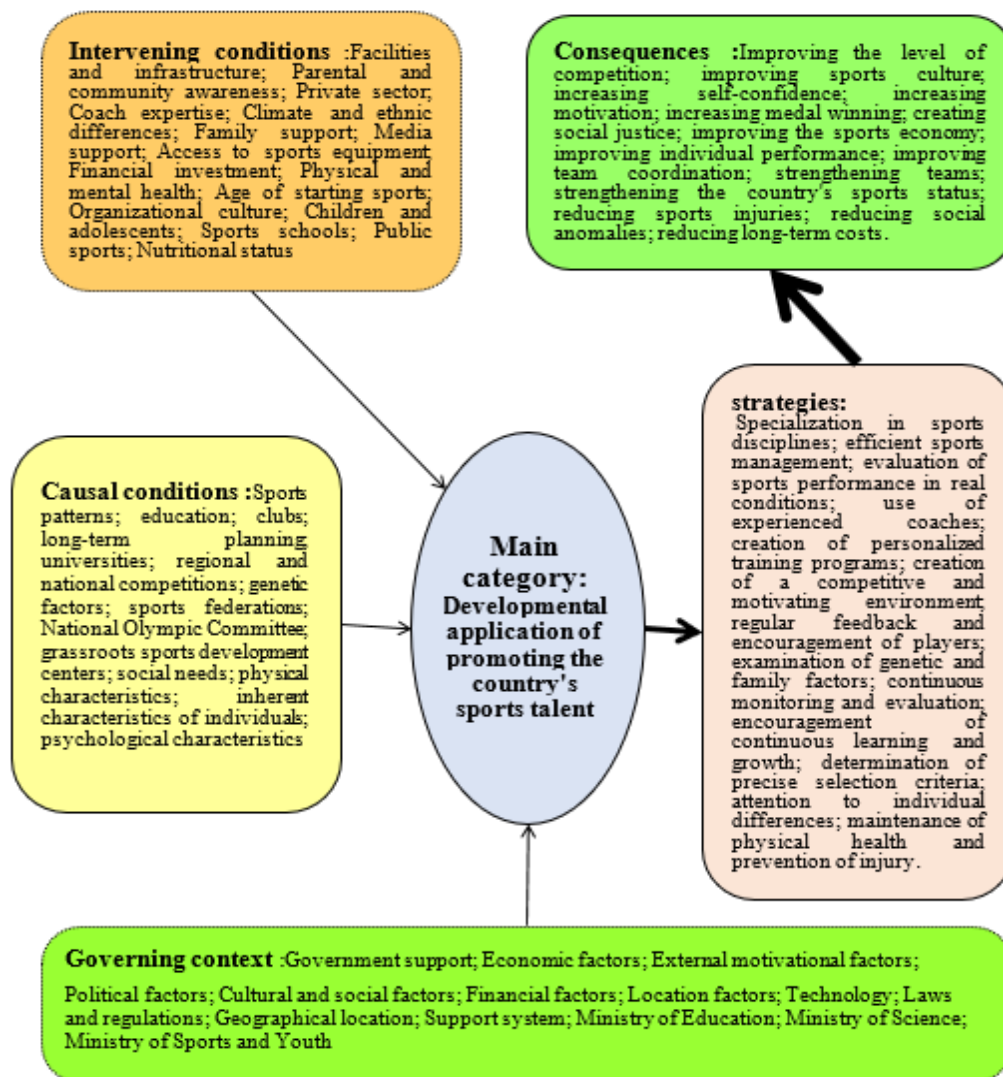


Figure 1: Initial research framework

According to the above figure, the number of components 71 relevant components were extracted.

After identifying the index see First to identify and select panel members using the sampling method Snowball sampling or the same sample Chaining First, two experts in sports talent identification in the country were identified and then they were asked to introduce other specialists and experts who were knowledgeable in the field of research. Using their opinions, a list of 52 experts was identified who had expertise in the field under study. In the next step, a form was designed that included the research topic, research objective, and duration and number of courses. The survey was conducted using a questionnaire and was distributed to 52 identified experts and they were asked to indicate their willingness and agreement to participate in the panel (participants.) to announce. A total of 35 experts and senior managers of sports talent acquisition and sports economics in Iranian sports talent expressed their willingness and agreement to the research and were considered as the statistical population.

Developing the initial questionnaire and testing it in a pilot study:

In this step, first using the study Research And using the snowball method, a list of factors that Talent search We identified the sports economics in Iranian sports talent, that were effective in the country's sports. Then, an initial screening was conducted and the index Duplicate or synonymous terms were removed, and finally 71 main category components were identified. After identifying the component Research questions and questionnaires are designed based on this component. The questionnaire designed at this stage is called the initial questionnaire or the first-round questionnaire of the fuzzy Delphi method. They are called.

Sending the first-round questionnaire to participants (experts):

The same Species Which is mentioned in the above content Done In this study, based on the snowball method, 35 experts who have the necessary expertise and knowledge about the research were identified and selected.

Table 4: Aggregation of experts' opinions for the first round questionnaire

Importance spectrum					Questions
Too much(5)	Too much(4)	Medium(3)	Low(2)	Very little(1)	
21	10	2	2		Government support
18	10	4	3		Economic factors
5	6	5	12	7	External motivating factors
19	7	2	7		Location factors
17	11	3	4		Technology
19	8	6	2		Rules and regulations
18	9	4	4		Geographical location
17	9	6	3		Increased motivation
18	11	4			Creating social justice
19	8	6	2		Improving the economy of sports
27	5	2	1		Examination of genetic and family factors
15	11	6	3		Continuous monitoring and evaluation
14	12	7	2		Encourage continuous learning and growth
18	14	2	1		Determining precise selection criteria
14	13	8			Maintaining physical health and preventing injury
12	12	7	4		Physical and mental health
18	7	8	2		Age of starting exercise
13	8	11	3		Children and adolescents
24	3	5	2	1	Sports schools
20	8	5	2		Public sports
22	6	5	2		Nutritional status

Then, the Cronbach's alpha of the first-round questionnaire was (0.821). It is found that it is greater than the value of 0.7, which in dictates It confirms the reliability of the first round questionnaire and finally, based on the amount of skewness and kurtosis of the data, it is examined whether it is normal or not. Data normality Based on the results obtained, a number of questions did not receive the required score, which led to their elimination. Because the questions did not reach theoretical saturation from the experts' point of view, and a number of Questions the second-round questionnaire was also sent to the experts, just like the first-round questionnaire, and the feedback of the results was analyzed. In this round, there was no

theoretical saturation, and we were forced to send the second-third questionnaire, the results of which are fully stated. It will be done.

Response analysis Reached in the third round: In this step, we will analyze the questionnaire. Completed in the third round of May Let's talk, after the sum Questionnaire collection the completed results are aggregated and the average of the experts' opinions is calculated, as in the first and second rounds. and then to Analysis and data analysis Plural the collection is paid. The aggregate value of experts' opinions for the third-round questionnaire is presented in Table 5.

Table 5: Aggregation of experts' opinions for the third round questionnaire

Importance spectrum					Questions
Too much (5)	Many (4)	Medium(3)	Low(2)	Very little(1)	
29	4	2			Government support
28	5	1	1		Economic factors
25	6	2	2		Cultural and social factors
24	6	4	1		Location factors
27	3	3	2		Technology
26	5	2	2		Rules and regulations
10	14	7	4		Ministry of Education
11	12	8	3	1	Promoting sports culture
27	5	2	1		Creating social justice
28	4	2	1		Improving the economy of sports
26	5	2	2		Strengthening teams
30	3	2			Strengthening the country's sports status
25	4	4	2		Reducing social disorders
30	3	2			Specialization in sports disciplines
29	3	2	1		Use of experienced trainers
27	5	2	1		Create personalized workout plans
25	6	2	2		Regular feedback and encouragement for players
10	13	9	3		Continuous monitoring and evaluation
23	7	3	2		Determining precise selection criteria
23	5	5	2		Clubs
31	2	2			Long-term planning
20	10	4	1		Regional and national competitions
11	13	7	3	1	Sports federations
29	4	1	1		Grassroots Sports Development Centers
28	4	2	1		Inherent characteristics of people
26	5	2	2		Psychological characteristics
21	7	5	2		Facilities and infrastructure
27	5	2	1		Private sector
32	2	1			Trainers' expertise
29	3	3			Family support
23	8	3	1		Access to sports equipment

Importance spectrum					Questions
Too much (5)	Many (4)	Medium(3)	Low(2)	Very little(1)	
25	6	3	1		Financial investment
10	12	7	5	1	Physical and mental health
20	9	4	2		Age of starting exercise
12	13	3	5	2	Sports schools

The Cronbach's alpha value of the first-round questionnaire was (0.873), which is higher than the value of 0.7, which indicates the third round of the questionnaire confirms its reliability.

Calculating the fuzzy value of each question

Research: In this stage, the fuzzy value of each research question is calculated using expert opinion. - Let's do it.

Checking the stopping condition: Results from Calculations the third-round questionnaire is presented in Table 6. The same How Which is observed Let the amount be Fuzzy All the research questions are more than the average value of the spectrum (value 3).

Therefore, all components the third questionnaire questions have an impact on the development of sports talent in the country. Are transitional. On the other hand, as in the previous round, no new component has been proposed by the experts. Therefore, based on these results, we aimed to identify the component Effective tools in the strategy process the country's sports talent scouts have reached the sports economics in Iranian sports talent. But we still need to examine the consensus or agreement condition to see if there is agreement on all questions (component(h) is integrated or not, which is shown in the table below by examining the results obtained from the delayed value. Let's talk.

Table 6: Fuzzy value and D value Fuzzy questionnaire questions Third round

Question status	De fuzzified value of each question	Fuzzy value of each question			Questions
		U	M	L	
Approved	4.000	5	4	3	q1
Approved	3.611	5	3.833333	2	q2
Approved	3.583	5	3.75	2	q3
Approved	3.533	5	3.6	2	q4
Approved	3.500	5	3.5	2	q5
Approved	3.571	5	3.714286	2	q6
Approved	3.556	5	3.666667	2	q7
Approved	3.130	5	3.391304	1	q8
Approved	3.571	5	3.714286	2	q9
Approved	3.556	5	3.666667	2	q10
Approved	3.571	5	3.714286	2	q11
Approved	4.000	5	4	3	q12
Approved	3.500	5	3.5	2	q13
Approved	4.000	5	4	3	q14
Approved	3.533	5	3.6	2	q15
Approved	3.571	5	3.714286	2	q16
Approved	3.583	5	3.75	2	q17
Approved	3.530	5	3.590909	2	q18
Approved	3.567	5	3.7	2	q19
Approved	3.500	5	3.5	2	q20
Approved	4.000	5	4	3	q21
Approved	3.571	5	3.714286	2	q22
Approved	3.145	5	3.434783	1	q23

Question status	De fuzzified value of each question	Fuzzy value of each question			Questions
		U	M	L	
Approved	3.600	5	3.8	2	q24
Approved	3.556	5	3.666667	2	q25
Approved	3.571	5	3.714286	2	q26
Approved	3.528	5	3.583333	2	q27
Approved	3.571	5	3.714286	2	q28
Approved	4.000	5	4	3	q29
Approved	4.000	5	4	3	q30
Approved	3.576	5	3.727273	2	q31
Approved	3.556	5	3.666667	2	q32
Approved	3.544	5	3.631579	2	q33
Approved	3.564	5	3.692308	2	q34
Approved	3.604	5	3.8125	2	q35

To examine the condition of consensus or agreement of experts, the same How as agreed at the beginning of the work, at least 70% of the experts must give the

same answer to one of the options. Answers for each question given be Table 7 examines this condition. It is.

Table 7: Examining the condition of consensus or agreement of experts

Consensus status	Consensus rate	The largest aggregate value	Questions
Consensus	87.38095	29	Government support
Consensus	86.19048	28	Economic factors
Consensus	82.61905	25	Cultural and social factors
Consensus	82.14286	24	Location factors
Consensus	82.85714	27	Technology
Consensus	83.09524	26	Rules and regulations
Lack of consensus	69.04762	14	Ministry of Education
Lack of consensus	68.33333	12	Promoting sports culture
Consensus	85	27	Creating social justice
Consensus	85.47619	28	Improving the economy of sports
Consensus	83.09524	26	Strengthening teams
Consensus	87.85714	30	Strengthening the country's sports status
Consensus	81.19048	25	Reducing social disorders
Consensus	87.85714	30	Specialization in sports disciplines
Consensus	85.95238	29	Use of experienced trainers
Consensus	85	27	Create personalized workout plans
Consensus	82.61905	25	Regular feedback and encouragement for players
Lack of consensus	69.04762	13	Continuous monitoring and evaluation
Consensus	80.95238	23	Determining precise selection criteria
Consensus	79.52381	23	Clubs
Consensus	88.33333	31	Long-term planning
Consensus	80.2381	20	Regional and national competitions
Lack of consensus	69.04762	13	Sports federations
Consensus	86.66667	29	Grassroots Sports Development Centers
Consensus	85.47619	28	Inherent characteristics of people
Consensus	83.09524	26	Psychological characteristics
Consensus	78.57143	21	Facilities and infrastructure

Consensus status	Consensus rate	The largest aggregate value	Questions
Consensus	85	27	Private sector
Consensus	89.52381	32	Trainers' expertise
Consensus	86.66667	29	Family support
Consensus	82.38095	23	Access to sports equipment
Consensus	83.33333	25	Financial investment
Lack of consensus	65.71429	12	Physical and mental health
Consensus	78.80952	20	Age of starting exercise
Lack of consensus	67.61905	13	Sports schools

As can be seen in the table above, except for the questions (Ministry of Education; Promotion of Sports Culture; Continuous Monitoring and Evaluation; Sports Federations; Physical and Mental Health and Sports Schools), the rest of the experts' questions have reached agreement and consolidation, and the amount of consensus of the experts' opinions on each of the answers is more than 70%. Therefore, based on the opinions of the research team, the condition of consensus of experts in the third-round questionnaire is accepted. Considering the results obtained, i.e., the questions reaching the specified consensus level and the absence of any new component being removed or added to the research, it is determined that the condition of research agreement has been met. Also, considering the stopping condition, the important components, which were identified as 30 main components in terms of the views and scores of the research experts, are among the research results and will be utilized to develop the country's sports talent identification strategies.

Conclusion

In the current study, after extracting concepts and categories from the coding's carried out in the grounded theory method, the researcher attempted to identify the research components based on the opinions of experts and research conducted in relation to the country's sports resource acquisition and sports economics in Iranian sports talent in order to use the research foundation in identifying the components. For this reason, the main findings of the research are presented in two sections: conceptual framework (theoretical literature and research background) and identification of components (interviews and experts). Before examining the two introduced sections, it is stated that the identified components have improved

the country's sports talent search methods, because in these components, in addition to special emphasis on the level of participation of the board of directors, CEO, and managers of various departments in the implementation and execution of talent search methods with a macro perspective, empowerment, responsibility, and control by all members and experts involved in the development of sports talent search, monitoring and evaluating sports service feedback towards optimization by members of the board of directors and CEO, promoting and disseminating sports innovation and creativity, empowering talent search staff, and strengthening talent search management, which can ultimately play a role in the identification phase of talent search issues. The components identified in this study include: government support; economic factors; cultural and social factors; spatial factors; technology; laws and regulations; creating social justice; improving the sports economy; strengthening teams; strengthening the country's sports status; reducing social anomalies; specialization in sports disciplines; using experienced coaches; creating personalized training programs; regular feedback and encouraging players; determining precise selection criteria; clubs; long-term planning; regional and national competitions; grassroots sports development centers; inherent characteristics of individuals; psychological characteristics; facilities and infrastructure; private sector; coach expertise; family support; access to sports equipment; financial investment and age of starting sports, which were obtained based on the opinions of experts in this study and the analysis of the fuzzy Delphi hierarchy. Ultimately, these components and their application in the country's sports talent search will improve and effectively select top sports talents.

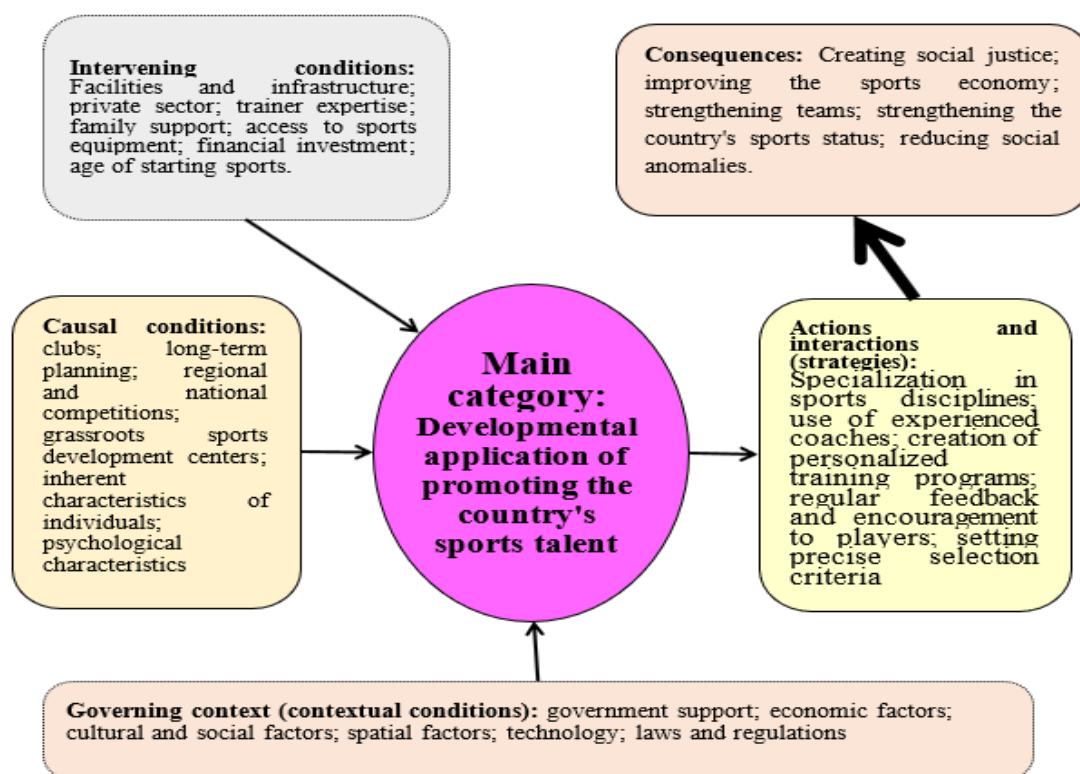


Figure 2: Final research model

Regarding the comparison of the findings of the present study with other findings of researchers, it should be noted that this study is in line with the research of Sarlak et al. (2022) in terms of identifying the needs of the organization, identifying the required competencies, identifying talents through the talent pool, training, and with Hosseini Asgarabadi and Zohrabi (2022) from the perspective of training and support programs, economic and demographic factors, the role of those around them, and cultural and political factors, as well as with foreign research by Tomi et al. (2022) in the service compensation system and Jaipong et al. (2022) in the preservation and maintenance of talents, maintaining motivation, and productivity of human resources, which have tried to develop these models. Therefore, it can be said that it has taken an effective step towards better understanding the components affecting the country's sports talent search. On the other hand, this research can also have applications for other organizations by ranking the studied indicators, meaning that the results of this research can reveal the role and importance of

the ranking of indicators affecting the country's sports talent search process for managers and staff of the country's sports system and sports economics in Iranian sports talent and other sectors related to talent search, so that they can use these factors in their major planning and development of relevant talent search strategies in their programs. Therefore, it is recommended that the government's targeted efforts to educate and train expert coaches and improve the skills of coaches to identify and guide top talents in various sports fields provide the necessary infrastructure, strengthen economic factors that play a key role in empowering and promoting the country's sports talent identification system and that, with increased budget and smart investment, can help the country's sports talents grow and flourish, provide access to appropriate and up-to-date sports infrastructure, provide better opportunities for identifying and nurturing talents, create standard frameworks to ensure that talent identification is carried out in a coherent and accurate manner and that injustice or discrimination is prevented, use experienced coaches,

and train future generations of professional athletes who will contribute to the sustainable development of sports, develop long-term plans to develop the physical, mental, social, and technical growth of athletes, and take infrastructure and basic measures, and provide athletes with physical and mental flexibility so that they can adapt more quickly to new changes and challenges and continue their progress. Continue to pay more attention to family support, especially in times of hardship and sporting challenges, to provide children and adolescents with the necessary motivation and perseverance. Therefore, it is necessary for the government to strive to provide the necessary infrastructure by educating and training expert coaches to train and improve the skills of coaches to identify and guide top talents in various sports fields, and ultimately create the requirement to provide significant assistance to sports federations by creating motivation and healthy competition in holding talent competitions across the country and providing healthy competition to identify top talents so that they have the necessary motivation to discover top talents.

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