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## International Journal of Multidisciplinary Research in Science, Engineering and Technology (IJMRSET)

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# Leadership and its Impact on the Performance of Players in Sports

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**ABSTRACT:** Role of Coaches in sports plays a vital role in nurturing talents and achieving peak performances. The key stakeholder is the role played by the coaches whose skills directly affect on an individual's performance, confidence, consistency, team work etc. and leads to success. The objective of this research paper is to examine the proficiency levels of coaches in various sports and identify the factors from the players point of view which influence their effectiveness and areas for their improvement. Using the combination of survey, interviews and observational study, this research paper provides insights about the current state and level of coaching proficiency and the strategies for enhancing leadership effects, which accounts for player quality and strength of the teams

**KEYWORDS:** Human resource management, sports, coaches, proficiency, Leisure, vedic, Leadership

## I. INTRODUCTION

Sport, like so many other areas of life and business, changes radically and very quickly in this modern age. A sport is a human activity involving physical exertion and skills. Sport comes from the old French word "desport" meaning "leisure". India in the last few years has made steady progress in the field of sports. The history of the sports in India can be traced back to the ancient time of Vedic era. At that time, sports were concerned or used for the development of the physique and for the defence. It is well said that "a healthy mind resides in a healthy body" with this we can recognised the importance of games in our life. India was one of the most developed countries in the ancient period. It gave many games and sports to the world and also accepts the modernised or improved version of them from the world. India has a rich heritage of different sports activities which can be found in archaeological excavations of Mohenjo-Daro and Harappa, the Vedic literature and the other epics and the literature works of different culture. There are many types of sports being played all around the world. Some of them are as follows

### Wrestling

Wrestling Was the World's First Sport. Wrestling is referenced in early history across the world, from the ancient Indian Vedas and the epics Mahabharata and Ramayana to the Epic of Gilgamesh and Homer's The Iliad. The Epic of Gilgamesh gives one of the first historical records of sport, with Gilgamesh engaging in a form of belt wrestling with Enkidu. The cuneiform tablets recording the tale date to around 2000 BCE; however, the historical Gilgamesh is supposed to have lived around 2800 to 2600 BCE.

Wrestling comes in different competitive forms such as freestyle, Greco- Roman, judo, sambo, folk style, catch, shoot etc. wrestling first appeared in the ancient Olympic games as an event during the 18<sup>th</sup> Olympiad in 708 BC. There are a wide range of styles with varying rules, with both traditional historic and modern styles.

### Basketball

The Birthplace of Basketball took place in the year 1891. The game was invented by Springfield College instructor and graduate student James Naismith in 1891, and has grown into the worldwide athletic phenomenon we know it to be today. Springfield College students continue to be innovators and leaders in their fields.



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According to FIBA (international basketball federation) guidelines, a basketball court is a rectangular playing area 28m in length and 15m in width. International competitions including the Olympics follow FIBA guidelines.

Basketball is a team sport and the game is played between two sides. The core objective in a basketball game is to score points by putting the ball inside the hoop (basket) and to prevent the opposing team from doing the same. A basketball game starts at the center of the court when the ball is thrown high up by the referee and one player from each team competing to gain possession. The team that catches the ball, or in possession, is called the offensive team while the team not on the ball is the defensive team.

### Cricket

The sport of cricket has a known history beginning in the late 16th century England. It became an established sport in the country in the 18th century and developed globally in the 19th and 20th centuries. International matches have been played since the 19th-century and formal Test cricket matches are considered to date from 1877. Cricket is the world's second most popular spectator sport after association football (soccer).

### Football

Football is one of the world's most popular outdoor games. There are 17 laws that govern how the game is to be played so that it is fair to all players taking part in a football game. The most basic rule is that a player needs to move the ball towards the opponents.

The main objective in a football match is to score more goals than the opponent team. Whichever team has more goals at the end of 90 minutes is declared the winner of the football match. If both teams score an equal number of goals, then either a draw is declared or the game goes into extra time or a penalty shootout, depending on the competition. The first American football game was played on November 6, 1869, between Rutgers and Princeton, two college teams.

Rules for Football Players

- It is one of the most crucial football rules for the game.
- A football match has two teams playing against each other.
- The number of players in each team should be a minimum of 7 and must not exceed 11.

### Hockey

Field hockey is a popular game possibly depicted on walls in Egypt. Drawings of what looks to be hockey have been found in an Egyptian tomb that was 4000 years old. Hockey is a popular game in India and Pakistan. It was played for hundreds of years before other countries like England modernized it. Hockey is similar to an ancient game played in Scotland called shinty. Hockey is often played at schools in the UK but its origins are unclear. Later came ice hockey, which developed in Canada.

### Human Resource Management

" Human resources management is the function within a sports facility that is responsible for the recruitment, training, and retention of personnel, but goes much more in-depth in an effort to strategically move the organization forward toward a vision."

Human Resources manages 5 main duties:

- Talent management
- Compensation and employee benefits
- Training and development
- Compliance
- Workplace safety.

An HR department can help provide organizational structure and the ability to meet business needs by effectively managing the employee lifecycle.





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### Elements of HRM in Sports

- **Planning**

Strategic planning is a crucial component of sports management, as it provides a structured approach for sports organizations to set and achieve their long-term objectives. It involves the development of a clear and comprehensive plan that outlines the organization's vision, goals, and the steps required to reach them.

- **Leadership and governance**

Leadership and governance play a pivotal role in shaping the direction, effectiveness, and success of sports management. Effective leadership and governance structures are essential for ensuring transparency, accountability, and the achievement of the overarching goals of sports organizations.

- **Marketing and sponsorship**

Marketing and sponsorship are integral components of sports management, playing a crucial role in promoting sports organizations, enhancing revenue streams, and delivering engaging experiences to fans and sponsors. Marketing helps sports organizations build and reinforce their brand identity.

- **Relationship between sports and the media**

The relationship between sports and the media is deeply intertwined and has evolved significantly over the years. The media plays a crucial role in shaping the way sports are perceived, consumed, and experienced.

- **Sports policy**

Sports policy, also known as sports governance or sports management policy, refers to a set of rules, regulations, and guidelines established by government bodies, sports organizations, or governing bodies to manage and regulate various aspects of sports.

- **Sports law**

Sport law, also known as sports law, is a specialized area of legal practice that deals with legal issues and regulations related to sports. It encompasses a wide range of legal topics that impact athletes, sports organizations, governing bodies, and various stakeholders involved in the sports industry.

Indian sports have experienced a vast change in every aspect be it in terms of popularity, reach and consumption. Human Resource Management in sports generally refers to as special events where we promote the sports and sponsorship which includes site selection, event logistics, event scheduling, risk management and event evaluation. Various major steps are followed to manage the flow of work and complete the work on time by event planners for effectively managing the sports event.

First step includes planning stage where the event goals are defined after that budget was estimated and theme, branding, uniforms, guest list, logistic, invitations, sponsorship, awards and other event related all aspects were defined. After planning the next.

Second step includes Marketing which includes the plans and strategies to market the events and to reach more audience through local media, direct mail, merchandising and national media and other tactics for the event.

Third step big event day which start with rehearsals, site mapping, operation manual, stage area, rain and adverse method checked, entry and exist, lost and found counters, parking and special facilities checked for participants such as changing rooms, showers, staff facilities, space, and food.

### OBJECTIVES

- To Analyse the accepting mindset of the coaches with regard to opinion and suggestion given by the players.
- To evaluate the effects of leadership in sports and discovering the influence of coaches in the success of participants



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### II. REVIEW OF LITERATURE

**Tomas Iekavičius (2020)** focused on the human resource management in sports industry from the point of view of employees. Human resource management in sports organization helps achieving the objectives of the organization, realizing the mission and tasks in optimal conditions, and using the individuals for the benefit of the organization. In sports organization, human resource management is related not only with the assurance of effective workforce, but also with sports achievements of the recipients of sports services, glorification of sports organization. It is important that human resource management is integrated into the strategic plans of the organization.

**Zhengxia (2017)** discussed about the human resource issues in Olympics games. Focused on the problems in Olympics in recent years, the paper analyses the motivation, attitude, satisfaction of volunteers which influence its behaviours. And the result is that management must forecast demand according to the type and number of volunteer event scale, the nature, content and other factors; the main problem facing Volunteer Recruitment links should be considered as types and the recruitment of volunteers, volunteer time professional accomplishment.

**DR Tracy Taylor (2004)** explores the use of human resource management (HRM) strategy and practice in Australian sport organisations. In particular, they investigated recruitment, selection, training and development, and performance management policies used by organisations in the sport industry. The research assessed the application of HR practices in relation to both paid staff and volunteer staff. The results of this examination demonstrated that strategic HRM development is still in an early developmental stage in sport organisations.

#### Data Collection

A questionnaire was prepared 130 sample were collected from various Players( respondents )in Chennai

### III. APPLICATION OF RESEARCH TOOLS

#### 1. CORRELATION

In the Column 1 (X) participants from various sports are measured

In the Column 2 (Y) Instruction and feedback given by the coach is measured.

COLUMN 1 X	COLUMN 2 Y
32	2
12	0
26	22
8	75
52	31

In the above table different sports played by respondent are measured in column 1(X) and Column 2(Y)

#### CORRELATION MATRIX

	Column 1	Column 2
Column 1	1	
Column 2	-0.24938	1



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### INTERPRETATION

**CORRELATION = -0.24938**

There is a negatively weak correlation between the different sports played by the respondent and the impact of instruction and feedback given by the coach.

### 2. ONE WAY ANOVA

H0 – There is no significance difference between the concern and suggestion given by the respondent to the coach and how coach treats them accordingly.

H1- There is a significance difference between the concern and suggestion given by the respondent to the coach and how coach treats them accordingly.

Concern and suggestion given by the respondent to the coach, is measured in column1

Treating the respondent by Coach is measured in Column 2

COLUMN 1 (X)	COLUMN 2(Y)
121	36
9	94
130	130

### SUMMARY

GROUPS	COUNT	SUM	AVERAGE	VARIANCE
Column 1	2	130	65	6272
Column 2	2	130	65	1682

### ANOVA

SOURCE OF VARIATION	SS	DF	MS	F	P-VALUE	F CRIT
Between Groups	0	1	0	0	1	18.51282
Within Groups	7954	2	3977			
Total	7954	3				

### INTERPRETATION

**CV= 18.51282, TV= 1**

**CV>TV**

**H1 IS ACCEPTED, H0 IS REJECTED**

Therefore, there is a significance difference between the concern and suggestion given by the respondent to the coach and how coach treats them accordingly.

### IV. FINDINGS

- 47.69% of the respondents have played less than 5 years.
- Highest of 46.92% of the respondent's coach have an experience for 3 to 5 years and lowest of 2.31% of the respondent's coach have no experience.



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- 63.85% of the respondent and their coach get along at an average level and 32.31% of the respondent get along with their coach very well.
- 51.54% of the respondent spend less than 2 hours with their coach for the training session.
- 78.46% of the respondent's coach maintain a separate schedule for them during the practice.
- Respondent's agree that their coach have a high knowledge regarding the particular sports techniques and strategies.
- Except 2% of the respondents the rest of them agree to the fact that getting advice and help from their coach during the matches has helped them to win.
- Nearly 58% of the respondent's coach instruction and feedback is considered to be effective.
- Majority of the respondent have improved their performance and skills in the particular sport.
- The respondent has improved in the form of consistency and individual performance.
- The coach response towards the respondent's needs and goals.
- The respondent's coach is good in managing team dynamics and provide a positive environment.
- 46% of the respondent's coach has appropriate leadership skills.
- 50% of the respondent's coach is slightly appropriate to adapt to the training plans based on the individual needs.
- Approximately 50% of the respondent's coach are slightly appropriate in correcting the technique and form.
- 40% of the respondent's coach are neutral in controlling their emotions and use of appropriate language.
- The coach provides a constructive feedback in a positive manner to the respondent.
- The respondent's coach is aware of the latest development in the particular sports.
- 93% of the respondent's coach are open to the concern and suggestion given by the respondent.
- Most of the respondent are national level players.

### V. SUGGESTION

- Coach can have a better year of experience.
- It is necessary for the coach and the respondent to get along well as it will give a better result.
- Some of the respondent feel that the instruction and feedback given by their coach are highly ineffective which leads them to lose the game.
- Some of the coaches does not response towards the respondent's needs and goals which leads to disappointment and uncomfortability during the performancee.
- Some coaches lag in managing team dynamics and providing a positive environment.
- The coaches can improve on their leadership skills as some of the respondent found it inappropriate.
- The coach can give more importance to the respondent's mental well- being.
- Some respondent feel that their coach can improve on adapting to the training plans as per the individual needs.
- The respondent wants their coach to improve on teaching the correct technique and form of the sport they are playing.
- It's been found out that some coach uses inappropriate language and are not able to control their emotions.
- In some cases, the feedback provided by the coach are not in a supportive manner.
- 7% of the respondent are not open to the concern and suggestion of the respondent.
- Majority of the respondent feel that their coach does not treat everyone equally and does not want them to continue with that behavior.
- With the knowledge and experience of the coach, more state and national level players can actually be evolved.

### VI. CONCLUSION

The research study mainly focused on leadership and the proficiency of coach in different areas of sports, how properly coaches are treating the players and also how motivation and support of coaches helps the players to achieve success in sports. Through questionnaire, experience of players at the various level were analysed. Received positive feed back about the leadership quality of Coach from Some players and negative feedback from some players . Some of the respondent felt that the coach doesn't treat everyone equally and want their coach to improve on it, some felt that the coach communication was poor, and coach can improve on providing a positive environment. On the other hand, some



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respondents felt that their coach have a great knowledge on the particular sport and was open to the concerns and suggestion laid down by the respondents. To conclude

With the knowledge and experience of the coach, more state and national level players can actually be evolved. The respondent felt that their coach can work on themselves in order to improve their proficiency level especially in a competitive match situation where the coach have to guide the players in an appropriate way, build a healthy relationship with the players by avoiding conflicts, improve on personal skills development, scheduling a proper time for practice, focuses on the team goals when compared to the individual goal, explain the rules and regulations of the particular sport in a proper way.

Since, human resource in sports concentrates on the strategic planning, leadership and governance, sports law etc., it is necessary for both the coach and the players of each sport to know and gain knowledge about this. Human resource in sport in general talks about how a particular sport is actually being held, the funds required for it, etc. Human resource management practice, responding to the needs of sports organization, makes preconditions for the sports organization to achieve the highest activity results. It also helps to conduct an event within a short span of time. It is the direct result for the need to employ proper management skills for events and also ensures that the sporting event should begin and ends on schedule. All factors such as logistical management, crowd logistics and event preparation can achieve actively and efficiently.

Sports have travelled a long journey on the way of upliftment in the Indian society. A sport is basically a social activity which can be best understood from the perspective of sociological history. Sports history shows us how sports are connected with the greater society. Many games were started and many were transformed, many were extinct and many are in still practice in this country. Today sports in India have achieved a mark in terms of popularity. Cricket, football, hockey, badminton, kabaddi, archery, basketball etc. have been deep seated into the Indian psyche. Sports in India have paved a long way towards the road of success and have made a mark in the world of sports.

As the proverb says, "There may be people that have more talent than you, but there's no excuse for anyone to work harder than you". Sports teaches a person many things in their life like time management, decision making, strategical thinking during critical situation, patience, leadership, acceptance to failure, etc. which is helpful for their future. It is important and necessary for the coach to train the players accordingly.

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