



Management in Physical Education

Introduction:- This competitive age, the very success or failure or even the very survival of an sports organization depends on its management. The responsibilities to push forward the sports organization lies on the shoulders of the sports administrators as well as sports managers. The total of process through which appropriate human and material resources are made available and made effective for accomplishing the purpose of an enterprise is called Management. It provides dynamic force that is necessary to convert disorganized resources of men, machines, materials, money into a productive organization. Management comprises planning, organizing, staffing, leading or directing, and controlling an organization or effort for the purpose of accomplishing a goal. Resourcing encompasses the deployment and manipulation of human resources, financial resources, technological resources, and natural resources. Because organizations can be viewed as systems, management can also be defined as human action, including design, to facilitate the production of useful outcomes from a system. This view opens the opportunity to ‘manage’ oneself, a pre-requisite to attempting to manage others. It is chiefly concerned with marshalling the resources, ideas, things, and obtaining the results through the collective efforts of people.

Principles of Management: Henry Fayol has made a clear-cut distinction between the basic principles and basic functions of management. His main contribution was in describing the functions of a manager which include; planning, organizing, coordinating, commanding and controlling. According to Prof. Harold Smiddy, there are only four stages in the management process and only these are to be performed by the management. He has given the sign of “POIM”. It stands for planning, organizing, integrating and measuring. Prof. Smiddy has stated that only these tasks are faced by the management. Kooth and O'Donnell has described five functions of management, these are:

1. Planning
2. Organizing
3. Directing
4. Controlling
5. Recruiting the Personnel.

The sports management experts that if sports management is a process, then it is essential to have steps interlinked with each other step by step. The processes functioning under the cover of sports management are:

1.Sports Planning:- Planning is essentially a primary function of both the sports and management as well as sports manager. Planning is the administrative function that proceeds all other. Because it is an intellectual activity which involves ideas, facts, aims and knowledge. An effective / planning involves a solid forecasting that enable managers to predict which may occur in future and influence the objective set before.

2.Organizing for Sports:-Organization is a “process or state of being in which two or more people coordinate their efforts and pool their resources to achieve given purpose (Votmer et al, 1979) In organization everyone can do whatever he/she wanted to do. But the activity would be more effective and would be completed all assign tasks if the work is divided and assign to each member separately. For example ,to organize the zonal athletic meet successfully various member will constitute different committees and will be assigned each member different jobs like, opening ceremony, facility and equipment committee, budget committee, will look after their committees work for smooth conduct of the competition.

3.Staffing or personnel: Staffing involves recruiting, selection, training, developing and appraisal of personnel. Physical education personnel are selected and appointed on the basis of duly prescribed academic and professional qualifications. Formal courses are formulated by the university academe with specific objectives for which informal training comes through practical work and field interaction with students, athletes, faculty and supporting staff.

4 .Directing for Sports and activity: - “Management in action is probably most clearly identified in the directing function”.Directing involves use of authority, the ability to assert oneself within prescribed parameters on individual and environment. Directing involves decision-making and the one who takes the decision has to bear the brunt of what follows. Directing refers to skilful and intelligent use of authority.

5.Coordinating the sports: - Coordinating is another important function of managers as it is essential for achieving harmony among individual efforts towards the accomplishment of group goal. In physical education programme extreme coordination is must to develop and maintain such as vast area.

6.Controlling in Sports:-Directing and controlling are twin sisters. Both underscore strictness discipline, and authority, controlling means keeping job standards, method procedures, functions, resource conservation etc. It common language, controlling may mean creating inter-relationship amongst personnel, various components of the organization and coordination efforts of all sections of individuals and leadership. In Physical education, controls are exerted in various ways. For example, physical educators/coaches assert themselves during instructional classes, the referees, umpires and other game officials control competitions and tournaments, and the head of a department of physical education asserts control on administration.

7.Evaluating: Evaluation is a measuring stick of progress, performance and achievement. The organizational, administrative and instructional policies, practices and programme of physical education may be subject to periodic evaluation in order to ascertain the correct present position.Health,fitness,skill,performance etc.should be evaluated subjectively and /or objectively vis a vis objectives.

8.Communicating and Decision-Making decision is the primary concern of the administration and making effective decision is the mark of an able administration.

Fayols principles of management.

1. **Division of Work:** - Specialization allows people to produce more and better work with the same effort. Although epitomised by the assembly line, it is applicable to virtually all kinds of work.
2. **Authority and responsibility:** Authority is the right to give order and responsibility is its essential counterpart. Whenever authority is exercised responsibility arises. A distinction should be made between formal authority deriving from an office or position and informal authority deriving from intelligence, experience and the like.
3. **Discipline:** - Discipline implies obedience and respect for the agreements between the firm and its employees. These agreements bind the firm and its employees and form the basis for disciplinary formalities maintaining discipline is one of the chief preoccupations of industrial heads. Discipline also involves sanctions judiciously.
4. **Unity of command:** An employee should receive order from only one superior. Authority is undetermined and discipline threatened where principle is violated.
5. **Unity of direction:** Activities having a common objective should be undertaken by one superior with one plan of action. For instance, book keeping department in organisation should not have two or more supervisors' each with different policies, procedures and practices.
6. **Subordination of individual interest to the general interests:-** The interest of one employee or group of should not supersede the interest of company or broader organisation.
7. **Remuneration of personnel:** Compensation for work done should be fair and satisfactory to both the employees and organisation.
8. **Centralisation:-** Centralisation refers to decreasing the role of subordinates in decision making. Decentralisation refers to the increasing role of subordinates. There is no universal optimum balance. The objective should be to make optimum utilisation of talents of personnel while retaining final responsibility for management.
9. **Scalar chain:-** The scalar chain is the chain of superiors ranging from the ultimate authority to the lowest ranks. It is an error to depart needlessly from the line of authority, but it is an even greater one to keep it when detriment to the business ensues.
10. **Order:-** There is a place for everyone and everyone should be in his or her place. Physical materials should be where required and personnel should be in positions best suited to their talents.
11. **Equity:-** Managers should be fair and friendly so as to evoke devotion and loyalty from subordinates.
12. **Stability of tenure of personnel:-** High turnover is disruptive and closely. workers to learn their jobs well. Thus, a lack of stability of personnel should be avoided. Fayol even felt that an average or mediocre manager who stays is preferable to outstanding managers who come and go.
13. **Initiative:** - Initiative involves thinking out a plan and ensuring its success. This gives zeal and energy to an organisation.

14. **Esprit de corps:** The common spirit existing in the members of a group and inspiring enthusiasm, devotion, and strong regard for the honour of the group is called “Esprit de Corps”. Managers should promote team spirit. Avoid splitting personnel and use verbal communication where possible in dealing with employees. The essence of this principle is that union is strength, and it comes from the harmony of personnel.

The importance and significance of sports management:

1. **An effective sports management helps to achieve economic performance:**

An effective management certainly helps to produce quality sports goods and sports service for the potential buyers who are ready to pay throw-away prizes. As a result of this there is a great many economically oriented organization that are competition to sell their products to the ultimate consumers.

2. **An effective sports management create productive work:**

Productivity is the key factor in sports management. In case, we are considering as sports business enterprise, the productivity will be measured in terms of profit it against. In the other hands, productivity of sports organization will be measured in terms of organizational stability. The effective athletic director by applying the knowledge of sports management principles can improve the productivity of the programme which are measured in terms of how well the goals are met. In this ways, sports management create quality productive work.

3. **Economy of Time:**

Good managerial skill helps to do work within the stipulated time. Moreover, timely performed job bring reputation to the organization and minimises the project's cost.

4. **For effective performance leadership is essential:**

Leadership is an art, Setting up of sports organization is no doubt essential for an enterprises, but more essential is the handling of human resource specifically the athletes and coaches for whom we have to run the sports organizations. This ways the leadership role of the sports managers for effective performance of management tasks has gained importance.

5. **Sports Management is the driving force that contributes to the progress and well being of the society:**

Another importance point of sports management is –It is a driving force and shows way how best sports managers or athletic directors could make effective utilization of scarce resources and make a substantial contribution to the progress and well being of humanity and society.

6. Sports Management helps to understand the changing conditions and take appropriate measures:

One most important consideration in sports management technique is to give due consideration of the rapid environmental changing conditions prevailing in the business world and to understand appropriately., it constantly seek the help of foresight and imagination of sports administrators for further improvement.

Conclusion: - The every Success and failure or even the very survival of an sports organization depends on its management .Super specialization in each segment of human activities is demanded and sole responsibilities to push forward the sports organization lies on the shoulders of sports administers as well as sports managers. The productivity of a sports organization /enterprise and assets both personnel and material solely depends on the quality and performance of its managers. In other words inefficient, poor and incompetent management leads to disastrous consequences to an organisation.