



SCHEMES OF ORGANIZATION

INTRODUCTION

MEANING OF ORGANIZATION

To organise is “*to bring together or form as a whole or combination for a common objective*”. In general, organization refers to (a) process of setting up things or providing an orderly set-up of things, events and especially individuals with a view to direct their energies towards certain common goals; and (b) an association (group) of a number of individuals systematically united for some end or work. In physical education and sports, the term (organization) is used in both contexts; for example, organization of intramural and extramural sport competitions, play-days, hikes and treks etc. (as a process); and organizational set-up (structure) of a University Department of Physical Education, Sports Authority of India or A Sports Club. The essential elements of organization are as follows:-

- a) each constituent unit (member) plays a definite role and makes a distinct contribution to its well-being,
- b) functions of the organization are well-coordinated, and
- c) all its activities are directed towards the achievement of some goals.

Organizations reflect co-operative nature of the members to work for common causes and promote certain public interests or discharge social obligations. They help economize on energy, efforts, resources and inputs. Responsibility and accountability are fundamental to all organizations.

SCHEMES OF ORGANIZATION

Despite sports being a state subject, Sports Project Development Area (SPDA) is the endeavour of the union Government to promote sports infrastructure all over the country by giving grants-in-aid to voluntary organizations, State Sports Councils, State government etc. However, creation of sports infrastructure is not an end in itself unless put to proper and intensive use for games/sports as also for coaching/training of promising and talented sports-persons. At the National level, adequate attention has been paid in this respect and something has also been done at the State level. SPDA Scheme is a decentralised effort in this direction. The idea is to catch young and talented sportspersons and provide them with intensive/in-house training/coaching facilities at their doorstep without uprooting them from environment familiar to them.

Sports Authority of India (SAI) was established by the Government of India in January 1984. In order to have only one government agency at the apex for the promotion of sports, the Society for National Institute of Physical Education and Sports (SNIPES) was merged with SAI with effect from 1 May 1987. Subsequently, Netaji Subhash National Institute of Sports (NSNIS), Patiala and its allied centres at Bangalore, Calcutta and Gandhinagar and Lakshmibai National College of Physical Education at Thiruvananthapuram came under Sports Authority of India. It has now six

regional centres at Bangalore, Gandhinagar, Calcutta, Chandigarh, Delhi and Imphal. Its regional centre at Bangalore has been developed as a 'Centre of Excellence'. It has two sub-centres at Guwahati under the north-eastern centre and at Aurangabad under the western centre. The Sports Authority of India has a number of sports schemes under implementation. Under the sporting and nurturing of talent project, SAI has National Sports Talent Contest (NSTC), adoption of akharas for promotion of wrestling and Army Boys Sports Company (ABSC) scheme to scout talent in the age group of 8-14 years to provide them systematic training with scientific back-up. The scheme to extend the talent scouting to Kendriya Vidyalayas, Navodaya Vidyalayas, large-size residential schools and public sector townships has also been approved recently. SAI also has a scheme for promotion of sports in special areas, national coaching scheme etc. In addition, SAI implements a number of Central Schemes. Recently, steps have been taken for setting up of regional and national academics for different sports disciplines with a number of public and private sector undertakings. *The various schemes developed by the Government of India to assist these facilities are as follows:*

1. The Central government supplements efforts of the State sports councils., towards improving and creating infrastructural facilities for sports. Grants are given for construction of stadia, swimming pools, gymnasias, sports complexes, etc.
2. The Central government was given grants for laying of synthetic tracks and artificial surfaces for hockey and other synthetic surfaces for volleyball, basketball, tennis, etc.
3. A scheme of grants for promotion of Sports in universities/colleges was revised with effect from 22 June 1998. Tournament in the disciplines of Archery, yachting, Kayaking and canoeing, etc. The university winning first position in inter-university tournament held throughout the year is awarded Maulana Abdul Kalam Azad Trophy by the President of India, besides a cash incentive of Rs. 1,00,000.
4. The scheme started in 1975 aims at promoting sports among women. The National Sports Festival organised by Sports Authority of India has now become a significant national India has now become a significant National Competition for women.
5. Sports Talent Search Scholarship Scheme launched in 1970-71 has culminated in Sports Scholarship Scheme 1997.
6. An on-going scheme has been revised to provide assistance to promising sports persons. The selected sports persons holding national records in the priority disciplines will be provided a package of assistance up Rs. Five lakh per year for coaching, equipment, participation in national and international tournaments, etc., on a long term basis.
7. The Arjuna Award was instituted in 1961 as the highest national recognition conferred on distinguished sports persons.
8. Dronacharya Awards, instituted in 1985, are given to coaches who have trained sports persons or teams making outstanding achievements in the year.

9. The Department gives financial assistance to 59 recognized National Sports Federations for conducting National Sports Championship at sub-junior, junior and senior level.

10. Incentives for Promotion of Sports Activities:

- a) Rajiv Gandhi Khel Ratna Award
- b) Special awards to Medal Winners in International Sports Events and their Coaches.
- c) Pension to Meritorious Sports Persons.
- d) Promotion of Sports in Schools

10. National Welfare Fund for Sports Persons

11. Rural Sports Programme

12. International Cooperation

13. United Nations Volunteer Scheme

14. National Sports Development Fund

16. The Lakshmibai National Institute of Physical Education established initially as college in 1957.

17. National Service Scheme (NSS) launched in 1969.

18. The Department of Youth Affairs and Sports in 1984.

19. Scheme for setting up of Youth Development Centre for a group of 10 villages each introduced in 1994-95.

20. In 1953, Rajkumari Coaching Scheme introduced for Games and Sports.

SCHEMES/PROGRAMMES OF SAI

(a) Main Objective- Development of Excellence

- * Development Excellence for International Competitions in association with National Federations.
- * Talent Scouting & excellence Developments.
- * Adoption of budding sportsperson (for senior levels) & excellence Development.

(b) Provision of/Strengthening of Inputs for Excellence

- * Coaching Scheme
- * Sports Infrastructure: At NIS, Patiala & Regional Centre, Delhi Stadium & Training Centres, etc.
- * Competitive Playing Facilities: Synthetic Surfaces, Equipment & Kit support.
- * Sports Science back-up
- * Competitive Exposure
- * Nutrition and Board & Lodging, etc.

(c) Other Supportive Programmes

- * Academic Programme: Coaching & Physical Education.
- * Physical Education: Awareness Programmes.
- * Promoting Broad Competitive Spirit & Sports Promotion: Agency Schemes.
- * Incentives to sportspersons: Scholarship Scheme.

PROCEDURES AND ATTRIBUTES OF AN ORGANIZATION

Organizations run on formal rules and procedures i.e. memorandum, statutes or constitution which invariably define inter alia aim and objective, office bearers, membership, system of election, nomination and powers and responsibilities of its members. Apart from this, there may be detailed service rules as well as administrative procedures which ensure that the members perform duties as provided therein. The formulation, alternation, amendment and modification of these formal rules and procedures are vested invariably in the executive board, governing body or syndicate which reigns supreme all matters. The attributes of organization are general to most organizations; the government organizations and voluntary/elected organizations may differ from one another in structure but in most attributes they are allowed the principles governing their working are more or less the same.

Organizations come in a great variety. Each organization has a distinct place in the scheme of things. Referring to Caplow (1976) and Sofer (1977) Chelladurai (1985) has enlisted several distinguishing attributes of an organization.

a) Identity: Notwithstanding its type, every organization has its own identity; it is unique in its own way. The Gym Khana at Patiala is distinct from the Delhi Gym Khana though both sound alike. Each sport association or university department of physical education has something different, distinct and unique. It may be mandatory or customary. The corporate identity of an organization is marked by a logo, a colour, a flag and a motto.

b) Instrumentality: “United we achieve, divided we lose” is the underlying principle of organization. As an instrument of progress, protection and pride organization keeps the members with similar interests and skills knit together and help them grow.

c) Activity Programme: The dynamism of an organization is reflected in its clear objectives and specific activity programmes. A typical football club undertakes talent scouting, training, organization of coaching camps and participation in tournaments. Organizations are known for their progressive outlook and philanthropic, religious, sport, educational or social activity.

d) Membership: Organization thrives on membership. The procedure for enrolment of membership is laid down in and regulated by the rules enshrined in its constitution. There may be founder members, life members, honorary members, nominated members, ex-officio members, provisional members etc.

e) Jurisdiction: The boundaries of an organization in terms of goals, functions and area of operation (generally geographic) are well-defined in its memorandum. A district football association and or a university operates within a certain territorial jurisdiction and its goals and functions are well spelled out.

f) Permanency: Once formed, an organization assumes a permanent status unless it is ordained to be adhoc. Depending upon its membership and resources the organization continues to remain in existence almost infinitely. A university, a national Olympic association, YMCA, DAV education society etc. have permanency about them.

g) Division of Labour: The officers and officials perform their duties in variety of ways and settings- academic, administrative, research, sport and cultural. The division of labour in an organization is generally governed by such factors as its type, nature and objectives, size, territorial jurisdiction and complexity.

h) Hierarchy of Authority: To create a structure and system in which power and responsibility are well defined and delegated to individuals at various positions in the organization. The schema so worked out ensures perfect coordination and cooperation amongst its various segments, sections or compartments. Thus, an organization is characterized by a hierarchy of authority.

EFFECTIVE SCHEME OF ORGANIZATION FOR MANAGEMENT

Effective Schemes of Organization for management are as follows:

1. Clearly demarcate the authority and the responsibility.
2. Each department/individual should clearly know what its functions are,
3. As far as possible avoid multi-control system, yet relationships be clearly established,
4. Establish effective communication system in order to avoid duplicity and wastage of resources,
5. Leaders must be competent and effective,
6. Coordination and cooperation are the main-stay of any good organization,
7. Organization must serve some social purpose.
8. Organization must be dynamic. Right organization will emerge only out of many trials and experiences.

CONCLUSION

Organization refers to process of setting up things or providing an orderly set-up of things. It may be public, private, formal/informal, service organization and others product organizations. SPDA Scheme is a decentralised effort in their direction. The Sports Authority of India has a number of sports schemes under implementation. SAI also has a scheme for promotion of sports in special areas, national coaching scheme etc. Organizations run on formal rules and procedures i.e. memorandum, statutes or constitution which invariably define inter alia, aim and objective. Coordination and cooperation are the main-stay of any good organization.