



## Organizational Structure in District and state Education

### Introduction

Organisation is the second function of management and was defined as the process of delegating and coordinating tasks and resources to achieve objectives. The four resources organize are human, physical, financial, and information. Organizational structure is a system used to define a hierarchy within an organization. It identifies each job, its function and where it reports to within the organization

### Organizational structure definition

An organizational model, also called an organizational structure, defines an organization through its framework, including lines of authority, communications, duties and resource allocations. A model is driven by the organization's goals and serves as the context in which processes operate and business is done. The ideal model depends on the nature of the business and the challenges it faces. In turn, the model determines the number of employees needed and their required skill sets.

There are many definitions of organization. The definitions given below are given below:-

**Sofer**, "Purposive bodies which get a pay off from multiple contributions by co-ordinating them toward a common end"

**Applewhite**, " Two or more people, specialized in the functions each performs working together towards some common goal and governed by formal rules of behaviour".

**Caplw**, " A social system deliberately established to carry out some definite purposes.:"

**Type of Organizations:** Organizational Theory and structure require that first, there must be a need for an organization to exist, and second, the organization must know the goals it is trying to achieve. To accomplish these objectives a structure should be provided that enables the management to organize, direct, plan, motivate and evaluate.

These tasks can be performed through either a formal or an informal organization.

**Formal organization:-** A formal organization is based on a hierarchical job organization, with tasks assigned by supervisor to subordinate, an organisation seen in most organization charts with their job-task hierarchy and communication network. It assumes that control of behaviour is accomplished through rational judgement and that the manager is the person most qualified to solve problems. It assumes that people should be instructed of production. It is strictly authoritarian.

**Informal organisation:** informal organization realizes that many relationships exist that cannot be illustrated in an organization chart. In other words, things get done outside the formal relationships that a chart reflects. It assumes that relationships occur in many informal settings where ideas are generated, productivity is enhanced, and high morale is developed. Those who advocate informal organization contend this is how things are actually accomplished and thus oppose the formal, authoritarian type of organization.

Several types of organizational structures are each defined to meet the needs of organizations that operate differently. Types of organizational structure include divisional, functional, geographical and matrix. A functional organizational structure is based on each job's duties. A matrix structure, which has two or several supervisors for each job to report to, is the most complicated but may be necessary for large organizations with many locations and functional areas.

However, eight patterns may be commonly observed and listed. These are:

1. Line Pattern
2. Line and Staff
3. Functional
4. Line and Functional
5. Line Staff and Functional
6. Committee Pattern
7. Project Structure and
8. Matrix Form.

The organization set up of sports Administration in India both in Education Sector and Non-Education Sector is discussed hereunder with actual (not hypothetical) ongoing practices. The near-ideal organizational set-ups are also suggested wherever necessary. Basically, the sports administration in India is divided into Education and Non-Education Sectors

### **Non-Education Sector**

The non-education sector sports administration is indicative of the organisational set-up of the voluntary and autonomous sports bodies, and government departments directly dealing with physical education and sports. The non education sector sports administration partially over-laps the education sector organisational set-up which is but natural. The non-education sports administration in India covers the entire sports and organizations/agencies listed under each head function independently of one another. Some linkage among them at appropriate levels of their hierarchical order is not ruled out there is no subordination. Through the autonomy of each agency is well recognized, the Government asserts itself on each one through various ways without denying them their right to pursue their own policies and programmes.

### **Department of Youth Affairs and Sports**

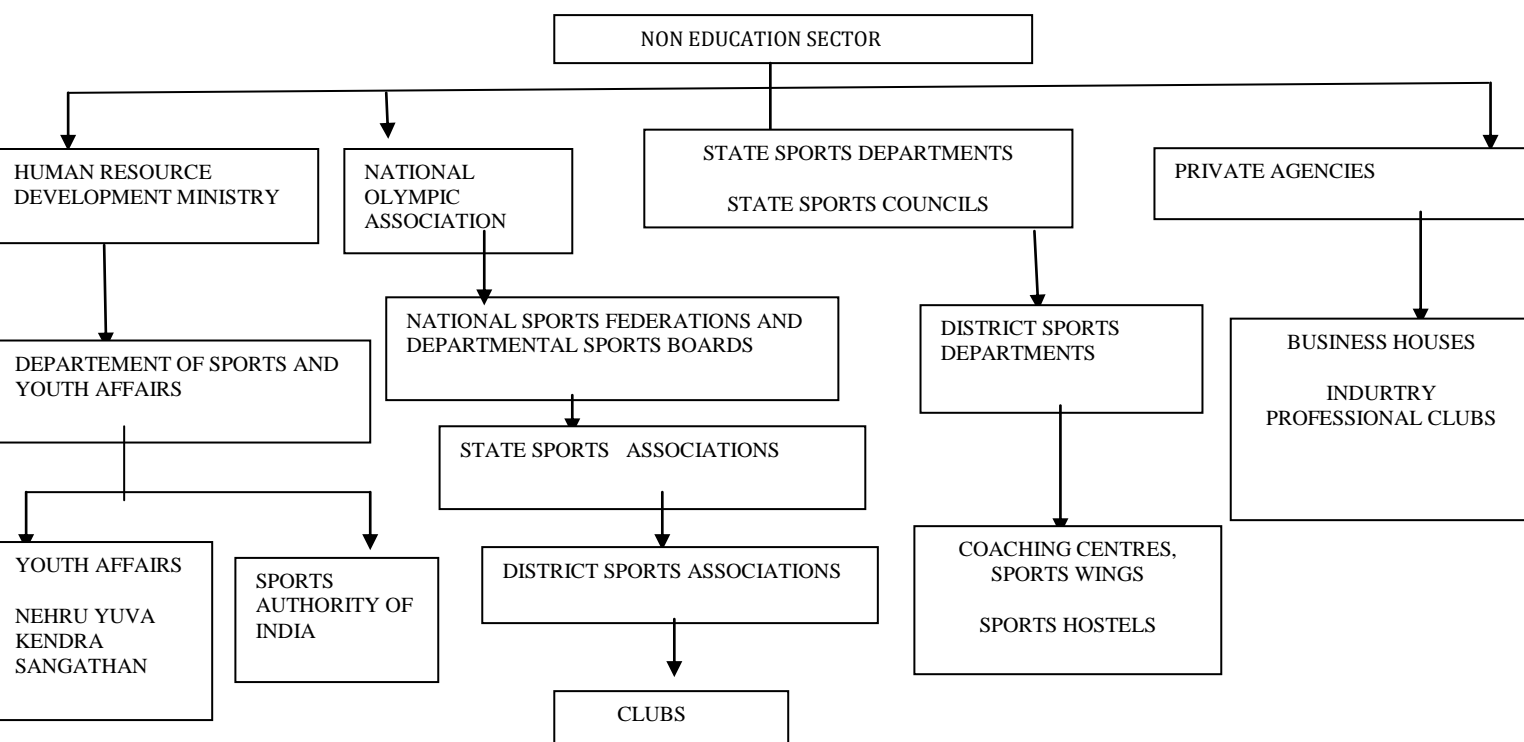
The Union Ministry of Human Resource Development consists of Departments of

- 1) Education.
- 2) Culture
- 3) Women and Child Development
- 4) Youth Affairs and Sports

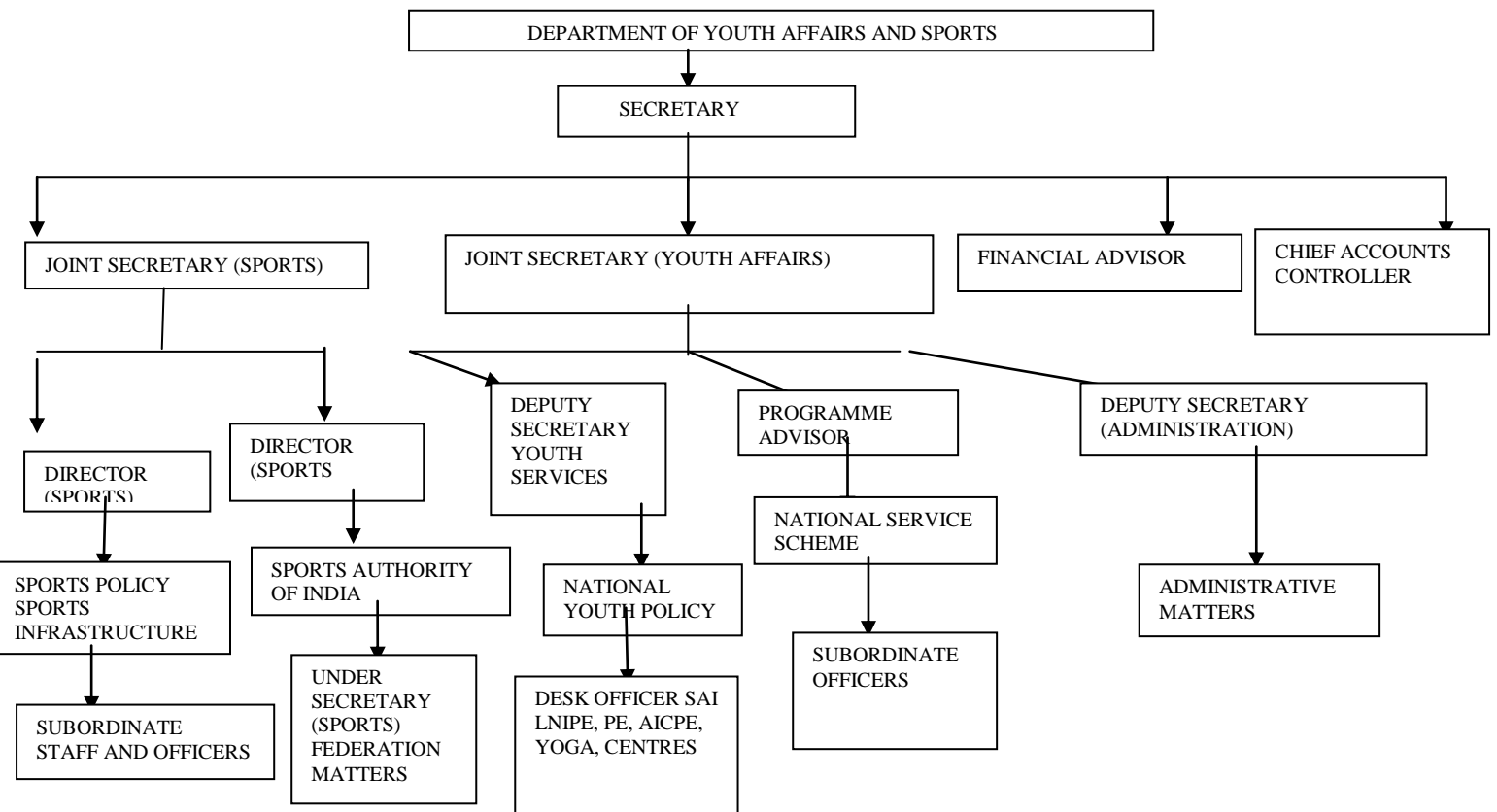
An epitomized version of the administrative set-up of the Department of Youth Affairs and Sports is given in the figure (reproduced from the annual report, 1995-96 Part-III of the Ministry of Human Resource Development Annexure XXXII) with its colossal administrative structure, the Department of Youth Affairs and Sports is the most powerful agency directing, guiding, financing and controlling youth affairs, physical education and sports programme at the Centre. Since youth affairs has a separate establishment, discussion on the role and function of the Department of

Youth Affairs and Sports shall be restricted to physical education and sports only. The Department of Youth Affairs and Sports performs the following functions:-

1. It formulates the national Policy on physical Education and sports and gives directives to concerned quarters accordingly.
2. It runs several schemes (National Sports Programme, National Sports Talent Search Scholarships, National Award Scheme for published literature on physical Education and sports, Rural Sports Festival, National Sports Festival for women, Sports Science Research Fellowship Scheme, either directly or through agencies viz. Sports Authority of India, National Institute of Sports.
3. It provides financial support under various head to a) IOA and National Sports Federations, b) Sports Authority of India and Lakshmibai National Institute of Physical Education (Deemed University), Gwalior, State Governments, and d) such other organisations, institutions and agencies as are directly or indirectly connected with sports development and desirous of it.
4. It controls the sports Authority of India and Lakshmibai National Institute of Physical (Deemed University), Gwalior.
5. It gives guidelines to the IOA and National Sports Federations on matters of importance and clears athletic squads/sports teams and officials for participation in international sports Competitions.
6. It makes available grant (on matching, cent per cent or some percentage basis) to State Governments, Rural Schools, Universities Colleges etc. For (a) creation of sports infrastructure, (b) procurement of important sports equipment, (c) laying of synthetic tracks/surfaces, courts etc.
7. On the recommendation of and in consultation with concerned sports organisations (national sports federations, IOA, Sports Authority of India), the Department confers AWARDS FOR EXCELLENCE (Rajiv Gandhi Khel Ratna Award, Arjuna Award, Dronacharya Award, Cash awards, pensions etc.) on sports persons for their achievements.
8. The Department extends full cooperation to the IOAS and national sports federations to organize National Games and International Sports competitions.



## ADMINISTRATIVE SET UP OF THE DEPTT. OF YOUTH AFFAIRS AND SPORTS



### Education Sector:-

Education Sector covers educational institutions where physical education and sports-once considered simply extra-curricular activities are a part and parcel of general educational process. In some States, physical education and sports is a regular academic, curricular activity, in others it is an after –school programme and in yet others it is neither. For the last four decades, an attempt has been made to declare physical education a required curricular subject by reducing academic load but this has not been possible due to such factors as

- 1) want to firm sport policy
- 2) lack of will and determination on the part of the government
- 3) absence of processional commitment,
- 4) apathy of the academic, and
- 5) lack of appropriate sport infrastructure in the educational institutions.

The education Sector is a fertile ground for excellence in sports but utterly poor in resources. The governmental budgetary support for sports in education sector is not even a drop in the ocean. Even the bare minimum pupil teacher ratio of 250:1 at school, as recommended in the National Plan of physical Education and Recreation (1956) has been impossible to maintain. Rather with the unprecedented influx of students in school exist only in name. The sport scenario in colleges and universities has worsened over the decades basically for two reasons:

1) The Indian society has become more competitive today and there is a rat-race for more lucrative jobs and attractive careers which leave hardly any time for sport, and

2) in comparison to active sports, other passive means of recreation attract the youth more. Moreover, with tremendous increase in incentives, awards, rewards, privileges, benefits etc. Most student-athletes have begun to use sports-achievement as a spring-board for entering highly priced careers and courses than pursue sport for excellence. The Education Sector undoubtedly is the cradle of institutionalized sports but it does require complete renovation, rejuvenation and revamping.

### **State Education Sports Wing:-**

The set-up of the State Education Sports Wing differs from state to state. In most states, the Education Sports Wing is headed by an additional director/ joint director or a deputy director with reasonably staffed administrative office. In general, the head of the Sports Wing works under the Director of Public Instruction but in some cases, he may receive directions direct from the education secretariat. No clear-cut policies are followed in structuring a state education sports wing. The wing subsists on the state funding, grants from the central authority/government and part of the sports fee realized from schools. The major functions of the state Education Sports Wing are:

1) to nurture state sports schools, school sports wing, and sports hostels, thereby concentrating on training of promising athletes,

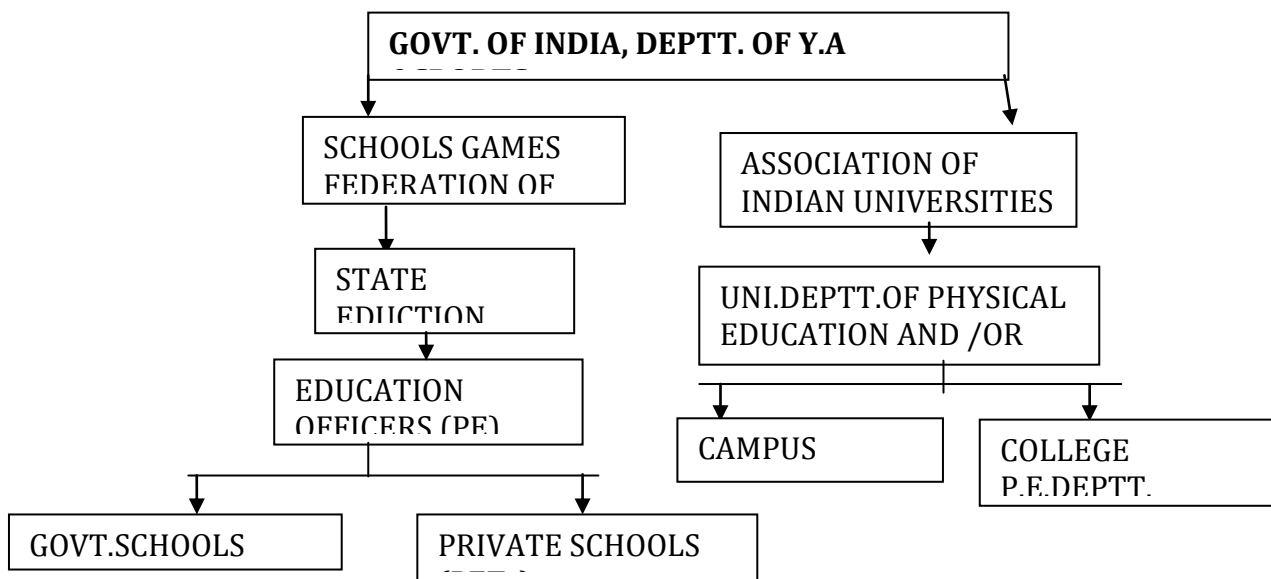
2) to conduct state sports meets and competitions, and

3) to select and prepare state teams for participation in national fixtures. Sometimes the control and supervision of physical education teachers is vested in the sports wing. The sports wing also employs and deploys coaches and supporting staff.

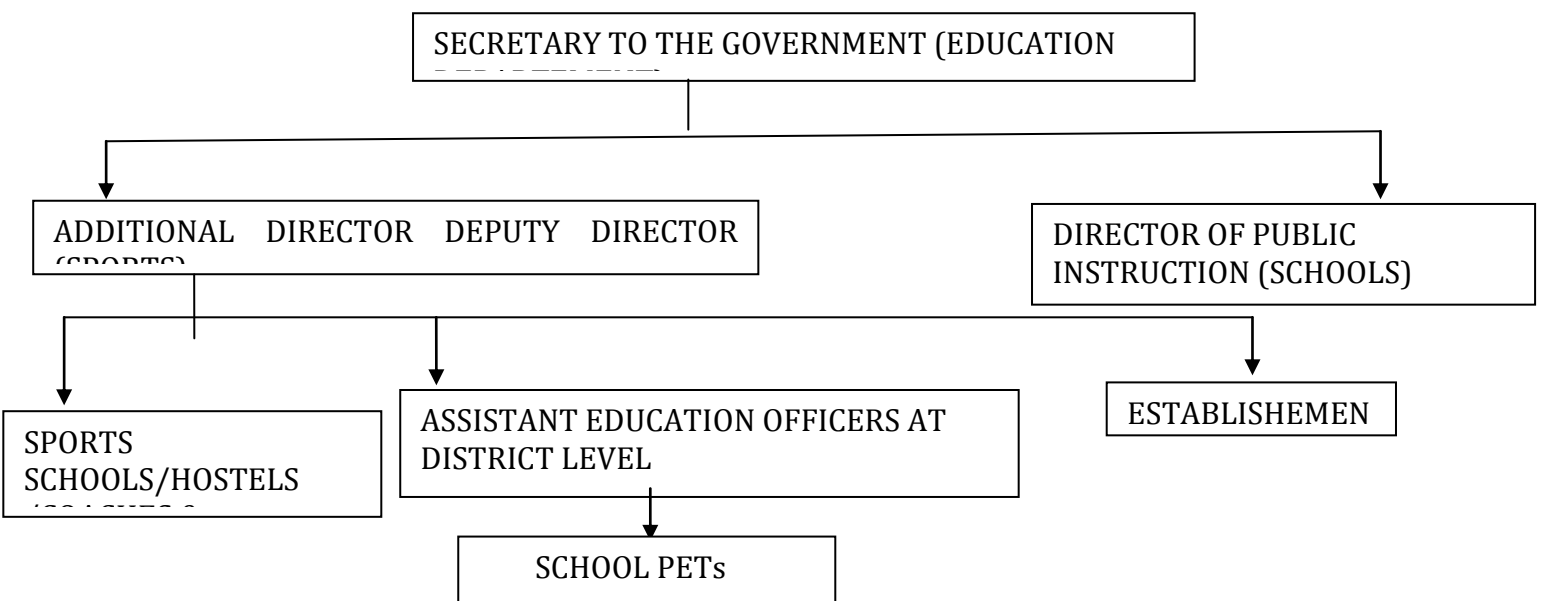
### **District Education Organisational structure administration:-**

The assistant district education officers (PE) are part of the district Education Administration. Their duties are mainly supervisory and advisory with no financial powers. On the one hand, they look after sports wings and hostels on the directions from the state sports wing; on the other hand they organize the district sports tournaments for the school students and prepare district teams with the help of physical education teachers and cooperation of the heads of the institution. Except during district tournaments, sports days, mass activity demonstrations etc. The AEOs (PE) have no supervisory control over physical education teachers in private schools. In district (education) sports administration receives a portion of the sports fees realized from the students and also budgetary support from the State Education department mainly for organizing sports tournaments. In schools, there is one or more physical education teachers who take instructional classes, prepare school teams for participation in inter scholastic tournaments, look after sports infrastructure, and procure sports equipment within budgetary provisions. They also organize play days, sports festivals and intramurals. Where physical education is a compulsory subject, the working schedule of physical educators is very tight otherwise they are given other managerial duties.

## ORGANIZATIONAL SET-UP OF SPORTS ADMINISTRATION IN EDUCATION SECTOR



## ORGANIZATIONAL SET-UP OF A TYPICAL STATE EDUCATION SPORTS WING



## Conclusion

Organisation comes in a great variety. some organisation are public ,some are private .some formal ,some informal some are service organization , other product organisation .One organisation can be distinguished from another on the basis of its Objectives ,structures ,function etc. Some organisation are voluntary bodies formed by like minded individuals so as to protect and promote their common interest, other are created government authority. Basically, the sports administration in India is divided into education and non education sectors. Under the education sector includes schools, college, universities and non education sector includes association, federation, and club.