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## Analysis of approaches exercised by various coaches in raising their teams performance

**Dr. Gauri Chakraborty and Satish Gulia**

### Abstract

Sports has become indispensable and carved a niche for itself and satisfies the need of different sections of our society right from a childhood to an adulthood throughout the world. Apart from recreation and competition it contributes a huge amount for social and economic development (of an individual/country) and a way to gain popularity overnight. As a result professional (coaches) in the field are exercising different strategies for improving their team performance and heading towards managerial skills to don the field.

**Keywords:** Strategies, globalization, professionals

### Introduction

Sports as a chunk of society got a tailor made fitting in the modern set up because it fits into all walks of life. Today it is not just fun in the play field but a thought-provoking influential proposition having some bearing on every sphere of activity. Psychologists decode human interaction in sports, medical professionals are making an effort to investigate optimum level of vigor and vitality and economic and business houses are looking for globalization of their trade market and politicians find their access to sports management as it satisfy their hunger for power.

Sports, is an easiest way to gain popularity over the night basically serves two main purposes recreation and competition. When we talk about competition it is performance oriented and requires perfect planning and organization and managed by professionally qualified coaches who are heading different games and are training different teams for different levels by applying different sort of strategies includes season and tournament preparation, man-management, building a team culture, managing different relationships, recruitment and management of players and their supporting staff, practice and training related facilities, commitments pertaining to media, team logistics, feedbacks etc. so that players can give their peak performance during the competition and could easily outsmart their opponent. Garry Kirsten says (former Indian cricket coach) "Coaches require a variety of skillsets which allow them to have oversight in every segment of running a professional cricket team". Further he added an effective coaching "includes season and tournament preparation, man-management, building a team culture, managing relationships, recruitment, contracting, strategy, recruitment and management of support staff, practice and training facilities, media commitments, team logistics, team feedback loops and debriefs, consultants and all other services linked to a high performance professional sports team".

The coach-athlete relationship is the topic on which many pieces of research and debates has been conducted in the last decade (Jowett and Wylleman, 2006) [5, 7]. It is a well-known fact that Coaches have a major influence in the career of a young athlete and the experiences of coaches can positively or negatively affect the lives of athletes (Bruner *et al.*, 2011) [6]. This is supported by the premises that positive results in sports are associated with the quality of this relation (Rhind and Jowett, 2010) [5, 7], with the capacity of the coaches to effectively promote the sports development of the athletes and its implications on the quality of sports training (Abraham *et al.*, 2006; Gilbert *et al.*, 2006; Martindale *et al.*, 2007) [8, 9, 10]. International Coach Federation (ICF) survey (2017) reported that "professional coaching is growing. According to the report 31% respondents said that they had participated in a business or life coaching relationship and 66% said that they get aware about the field. This statistics increases from 17% and 58% from 2014 respectively. Furthermore, The Conference Board survey 2016 revealed that 69 percent of companies said "they expected to rely more on internal coaches in

the coming years”. Looking at the deva stating changes that are rapidly taking place from the strategically point of view and to find out whether the coaches take the assistance of management strategies also in raising their teams performance or they simply rely on the traditional concept of fitness, tactical, technical and psychological strategies, the researcher felt the need to do the present study.

**Statement of the problem**

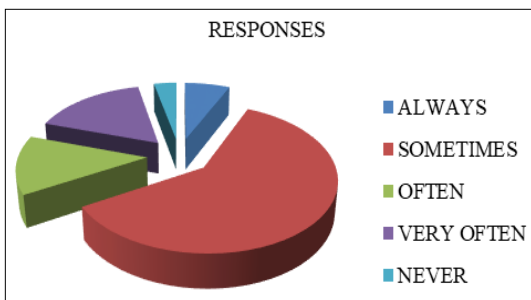
The sole purpose of the present study was to find out the approaches exercised by various coaches in raising their team’s performance.

**Methodology**

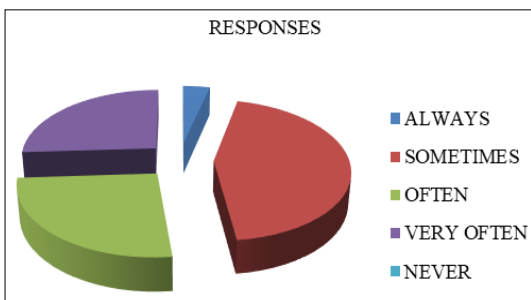
For the purpose of the present study thirty 30 coaches working in different districts of Haryana were randomly selected to act as the subjects.

**Criterion measure**

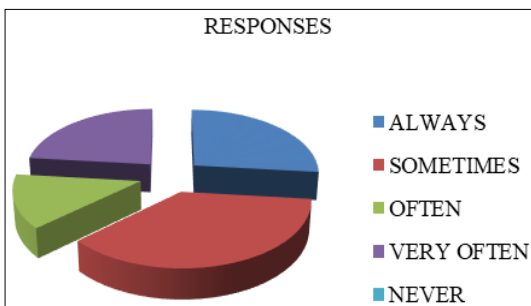
A self-developed questionnaire was administered to the subjects. Before distributing, the research scholar first explained the purpose of the present study and gave detail instructions pertaining to filling up the questionnaire. Further all the subjects were asked not to spend much time while giving responses. The responses collected in the form of information were considered as data and were analyzed by computing the percentage method shown below with the help of pie diagram.



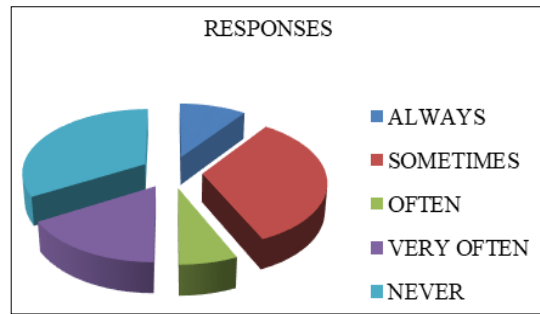
**Fig 1:** Does associations keep targets high and difficult to achieve?



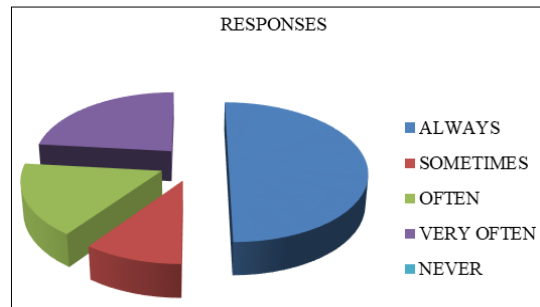
**Fig 2:** Is appraisal by 360° method most objective?



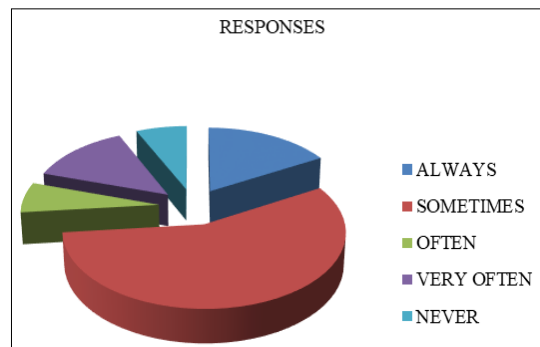
**Fig 3:** Is good interpersonal relationship critical for the performance?



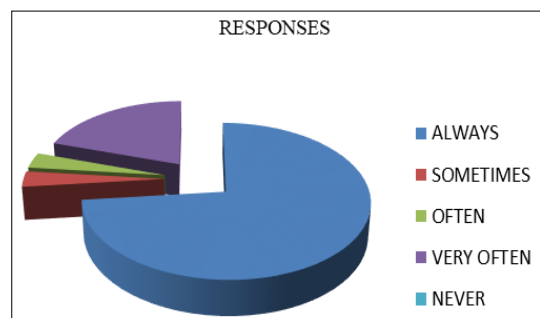
**Fig 4:** Does rewarding some de-motivate others?



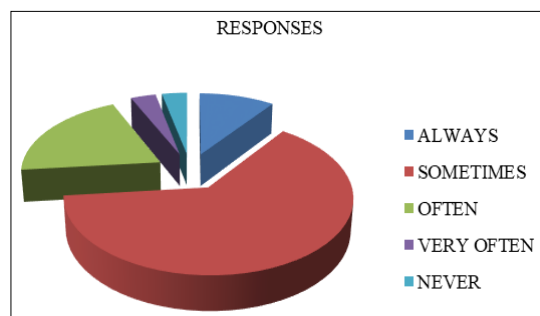
**Fig 5:** Is communication skill most important for performance?



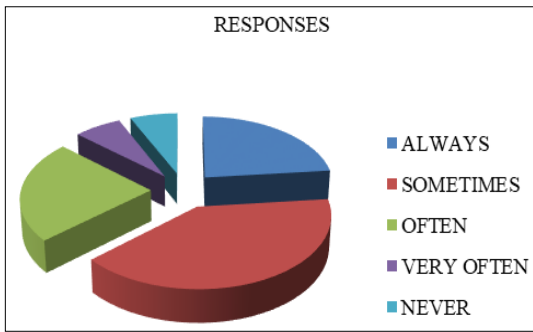
**Fig 6:** Is recognition of team performance without money meaningless?



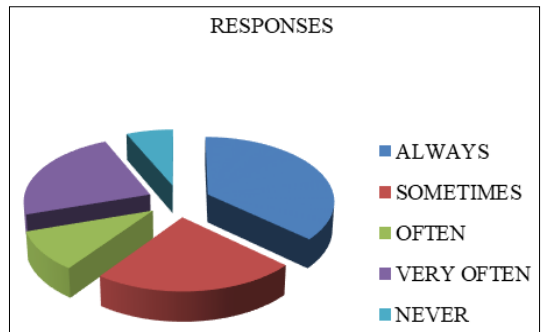
**Fig 7:** Are teams goals more important than personal results?



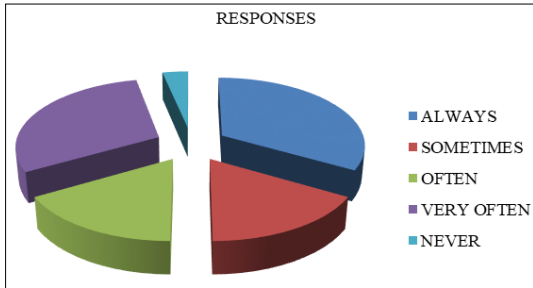
**Fig 8:** Should players be rewarded or punished for team performance?



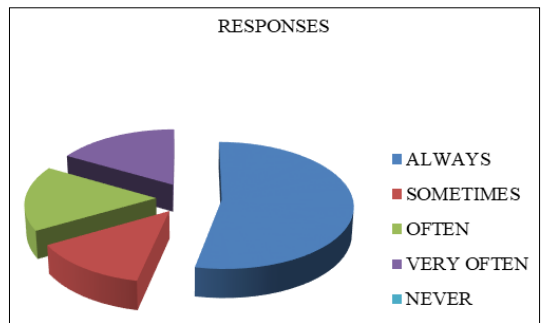
**Fig 9:** Should reward be given for meeting normal targets?



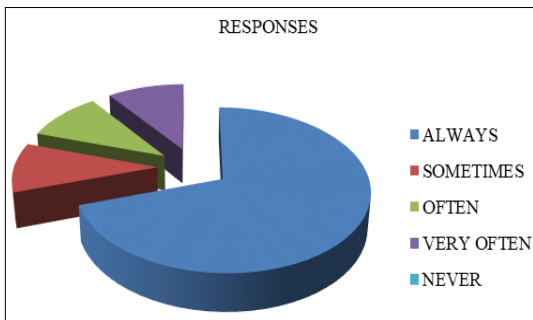
**Fig 14:** Does standard of procedures and process reduce the supervisory task and improve performance?



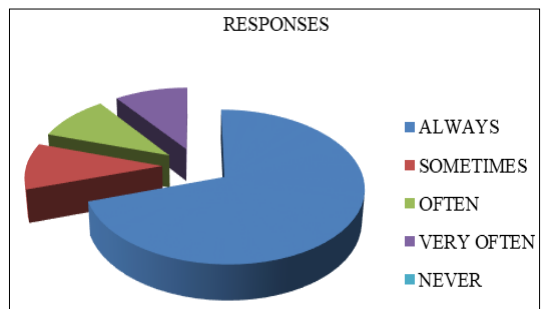
**Fig 10:** Performance appraisal should be done at least four times a year?



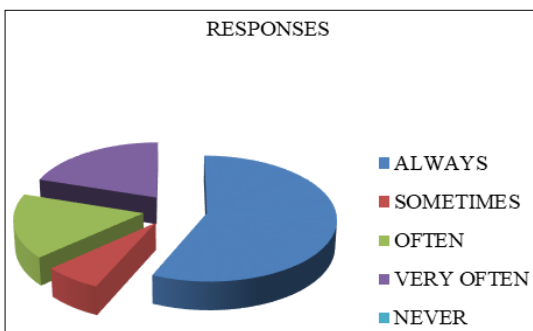
**Fig 15:** Is the focus on radical improvement in selection processes directly linked to teams vision, values and target achievement?



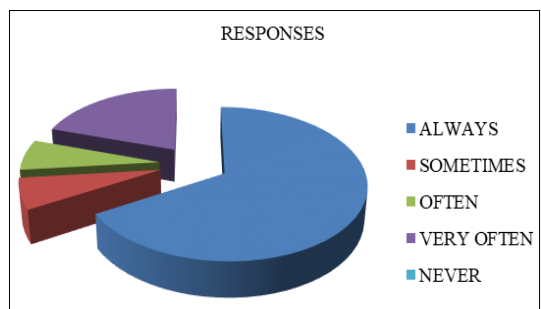
**Fig 11:** Does the desire for individual initiative lead to better performance?



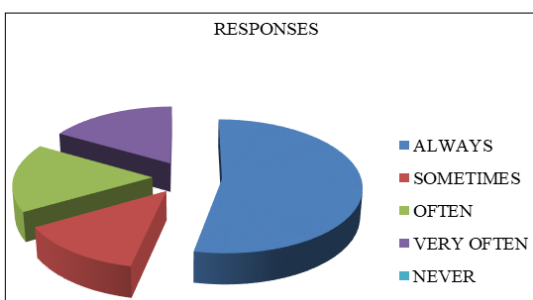
**Fig 16:** Does employing of technological based knowledge lead to greater performance?



**Fig 12:** Does good understanding of the task in all its manifestation help in improving performance?



**Fig 17:** Does application of scientific areas have greater impact in achievement of sustainable performance?



**Fig 13:** Is performance assessment linked to values, leadership and personal attribute of the players?

**Conclusion**

It is concluded that 60% of the coaches believes that Associations keep targets high and difficult to achieve, 40% believes that appraisal by 360<sup>0</sup> method is most objective. 36.66% believes that good interpersonal relationship critical for the performance whereas according to 33.33% rewarding some de-motivate others, as per 50% communication skill is most important for performance, for 56.66% recognition of team performance without money is meaningless, another 73.33% believes that teams goals more important than personal results, for 63.33% players be rewarded or punished

for team performance, for next 40% reward be given for even meeting the normal targets, next 33.33% says that Performance appraisal should be done at least four times a year, for 70% coaches desire for individual initiative lead to better performance, 56.66% believe that good understanding of the task in all its manifestation help in improving performance, for 53.33% performance assessment linked to values, leadership and personal attribute of the players, 36.66% believes that standard of procedures and process reduce the supervisory task and improve performance, another 53.33% focus on radical improvement in selection processes directly linked to teams vision, values and target achievement. 70% coaches believes that employing of technological based knowledge lead to greater performance, and 66.66% coaches believe that application of scientific areas have greater impact in achievement of sustainable performance. The experts in the field have ranked the following elements as of topmost importance in identification and assessment of superior performance i.e. the knowledge of the key result areas, meeting quantitative and quality targets, individual initiative, job knowledge, good communication and team work and development for raising the performance of the teams.

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