

MANAGEMENT SYSTEM IN PERFORMANCE SPORT

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ABSTRACT: *The process of instructing the sportsmen has always been a complex and thorough activity, that requests profundity, professional sensitivity and bonding.*

The main characters in this process are played by managers, coaches, trainers, psychologists, sociologists, technicians who establish and hand over theoretical knowledge, building abilities for the sportsmen.

In this way is being created the environment for instructing and highlighting the physical, technical, tactical and psychic potential of the participants in competitions.

The preparation process of the sportsmen is more and more headed towards the integral and deep internalization of the instructive components, based on the interconnections between the elements of the modern sporting training.

KEYWORDS: *managerial system, structural elements, evaluation, transforming processes.*

JEL CLASSIFICATION: *M31.*

1. INTRODUCTION

Today's medals and titles are no longer obtained without information inside and outside the training process. It cannot work without a model, without comparison with personal values and opponents, without monitoring, analyses, prognoses and especially without planning, programming, management and evaluation documents.

The training of athletes must be done in a linear and concentric manner. Linear action requires successive training, according to age, athletes, theoretical and practical skills, upgrading, or as desired, up to the value of creativity.

The second type of influence is felt in distinct, limited periods, particularly in basic and pre-competitive training structures, with support for past experiences, both athletes and coaches. The value can also be expressed digitally by a graph describing an oscillation curve, which can also express the sporting form.

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The training of athletes or their adaptation to precompetitive and competitive demands requires a thorough training program, planned and executed entirely but not rigid but elastic, often taking into account the state of health and mood, the environment, the particularities of the apparatuses and facilities used in training at a time.

As a social phenomenon, sport has continuously assessed over time. It has been interpreted and evaluated in various ways resulting in various explanations and interpretations, depending on the different theoretical positions and orientations. Sport is not a closed system. Characterized by dynamics, renewal, it manifests itself according to the imperatives of social and human reality.

Each jump in the history of sport has represented so many important moments of rethinking the notion that it designates.

Having thus remained in the sphere of open performance of systematized theoretical classifications and thematic notions, the sport notion has continuously enriched and clarified its content, expanded its scope and approaches, gaining new meanings and meanings, and increasing its ranks intensive and complex solicitation.

2. MANAGEMENT SYSTEM OF SPORTS

Sport is a process developed according to a model proposed by the society and the international environment, a directed activity of depth that develops and matures the fundamental sides of the human being: physical, physiological and psyche (morale, aesthetics, cognitive, affective).

Sport is influenced by the management system. Besides, it is a complex system.

Without the structural elements, he himself does not exist as a performance, no matter the level.

The fundamental elements of sport as a system are structured according to their nature, succession and interference.

The final and training objectives, the value of each element, the exigency and rigidity of programming, the planning and development of transformative processes, highlighted by regular and competitive assessments, are defining for performance.

The size of each element gives value to the entire system.

System inputs, transformational processes and expectations (exits), from the theoretical and practical point of view, are the science of training, a reflection that we find in the sports sport.

Analysing the structural elements of the sport management system, we find that this is a complex phenomenon: pedagogical, biological and psychological, carried out in a profoundly social context.

Athletic training, by valorising the human, didactic, informational, material factors, is actually reported periodically (times determined by sports calendars, world championships and Olympic cycles) at the entrances and exits of the system, whose differences give the dimensions of the performance to which it has extinguished.

3. THE MANAGERIAL PROCESS IN SPORT, AT THE MACROSYSTEM LEVEL

The full picture of management can be achieved through the interrelation of "doctrines": actions to be taken to achieve objectives, group human relationships and decision theory.

The different visions of management, cries in, and its content:

- is considered a sum of processes applied consistently and correctly for organizational efficiency and effectiveness;
- summation of the role of management;
- role in interpersonal relationships;
- information role;
- decisional role.

All the constituent components of social activities, implicitly and sport activity, generate levels and levels of management.

- General manager;
- Human resources manager;
- Financial manager;
- Marketing Manager;
- Operational manager.

Managerial activity, at the level of sports activity in Romania, takes place on two distinct coordinates but in complementarity:

- at the level of the governmental administration, the National Agency for Sport, county directorates, subordinated institutions and those with incidence in sport;
- at the level of sports structures, with legal personality - among which the national sports federations.

It should be noted from the outset that everything that characterizes sports activity at macro level, including expectations - the requirements of the population, depends largely on the economic factor.

The managerial system highlights, in summary, the quality and quantity of assimilation, accommodation, adaptation and integration of athletes in the training and competition environments they are going to participate in.

This requires a gradual accumulation of a set of knowledge, notions, concepts, principles, methods, rules for the training of athletes at all stages, and a skilful technique of setting goals.

We understand at the same time that regardless of the amount of knowledge, specialty and their quality if applied singular do not have a major effect.

Following the observation protocols and the performance of specific periodic checks on the training processes of some sports, it was found that the fragmented structure without a linear and algorithmic value link, the training contents and the transmission to the athletes and different values, without increasing complexity, inevitably lead to insufficient appropriation and to the formation of conditions not always of high value, numerical and technical level, and to the establishment of

minimal physical performances, sometimes incompatible with the requirements of the sports club, or competitions world or Olympic.

We consider that one of the main factors of inefficiency is the inadequacy of the sport discipline content with the physical, physiological and psychic particularities of the athlete, with those of the environment and training in relation to the major sports competitions.

Establishing goals as a major concern in transformational processes is a technique with its own peculiarities that can and should be used by the coach (teacher) to achieve (achieve) performance and even maximize it.

This materialization (integration), which at the same time represents the contents of the sport culture, is reflected in the training program and the competition through the quality of the physical, technical, tactical, physiological, theoretical and psychic transformations.

As it turns out, sports training is a broad, complex and demanding issue. It requires systematization and interpretation of data on practical, methodological, organizational and prospective aspects, results from experience and long scientific studies.

4. ORGANIZATIONAL RESOURCES IN SPORT

The objectives of the various sports structures, including those at the level of the macro system, are carried out through the resources specific to the reign. The question arises naturally: what are the categories of resources and what categories of resources are they part of?

Human resources represent, in sports structures, the qualified segment called to achieve the objectives. Specifically, in human resources at macro level, we include physical exercise practitioners, performance athletes, coaches, field specialists, employees of sports structures and related services.

Training human resources.

The renewal and improvement of human quality is an integral part of a broad reform on other managerial resources including managers.

The objectives to be pursued and achieved in the sense above are:

- defining and assuming their responsibilities at the level of all sports organizations and structures;
- developing new, efficient and sustained financial systems;
- stable means of collaboration between sports structures and local authorities;
- Increasing sports structure autonomy and streamlining decisions;
- redefining the role of sports management by completing the specialized knowledge, with the economic, legal, entrepreneurial knowledge;
- making partnerships more effective with international, national, local and other sporting bodies;
- the efficient use of resources, including human resources.

For all the categories that make up the human resources that work in sport, managerial training needs to be redesigned to focus on democratization, incentives and participatory processes.

Material resources are the mobile and immobile assets of sports structures. In recent years, a number of sports facilities, buildings, have been removed from state ownership for a period of 49 years in the administration of sports federations through H.G. 97/2002.

The patrimony of the sports federations can be complemented by donations (some have already been made), but the expectations of federal managers are directed towards the governors - who can continue to manage buildings and sports facilities (see Ministries, former UGSR, BTT, etc.).

Financial resources are funds that sport structures structure their budgets from:

- subsidies from the state budget, in a process of diminishing;
- sums obtained from self-financing (related activities, population services, space rent);
- from contracts with strong economic societies, emblematic for sports branches - with traditional sponsors or individuals attached to financial effort;
- from donations.

The financial requirements of sports activities at the level of national sports federations can be categorized in three groups:

4.1. HORIZONTAL TRAINING:

- selection;
- training in national centres;
- training of national batches;
- participation in reference competitions (J.O., C.M., C.E.);
- development and functioning of complexes - sports facilities.

4.2. METHODOLOGICAL-SCIENTIFIC RESEARCH:

- specialist training courses (managers, coaches, etc.);
- healthcare;
- symposiums, conferences, etc.

4.3. SPORTING SERVICES:

- organizing sports events;
- advertising and sponsorship;
- TV sports broadcasts.

5. OBJECTIVES AFFECTING PERFORMANCE

Specialists have identified four mechanisms through which goals seem to influence (affect) performance:

- Goals direct attention, intent and action (Locke and Byrom, 1969);
- Goals mobilize and regulate the amount of effort an athlete is prepared to submit to perform a task;
- Objectives increase perseverance, as the effort continues to be delivered until the objective or sub-objective is achieved;
- The pursuit of an objective favours the development of strategies alternatives, also understanding the behaviour of the coach and the athlete if there are inefficiencies.

Because these four mechanisms express motivated behaviours, setting a goal seems to indirectly operate through motivational processes. We can say that an objective should be seen as the representation of an action and not just as an incentive that, in a way, commands behaviour.

In the theory of motivation, the activity of the man, implicitly of the athlete, is directed and regulated by a result to be achieved, is a present cognitive aim. What initiates and regulates conduct is the setting of goals, standards, objectives, hierarchical value and timeliness.

Achieving goals does not imply rectilinear action and certainty. As long as the goal is not attained, the athlete perceives an inadequacy that he will try to reduce by selecting and implementing adapted behaviour (Manno, 1996).

From practice, coaches with outstanding results in running the training process claim that the level of motivation of an athlete focused on achieving a goal is affected by three variables:

- hope in performance, which is the subjective probability of achieving an objective;
- the subjective probability that the goal will have a result, even a reward;
- the valence that expresses the size of the personal value attributed to performance
- or its outcome.

These theories demonstrate that engaging in action requires the prior acceptance of three questions from the athlete and even the coach:

- am I able to perform the requested action and get the result fixed?;
- the stake has a real interest or value.

The fulfilment of the objectives is related to the preoccupation with the athlete. The more he thinks of successfully fulfilling the desired result, the more likely that he chooses to carry out the task and persevere in fulfilling it will be greater.

The sense of self-efficacy seems to be a cognitive mediator underlying the behaviours.

We have to understand that the motivational value of the goal is not selective unless the athlete accepts the prescribed standard by appropriating himself.

Prerequisites for the efficiency of the sport management system:

- identifying structural elements;
- Increased value of each element;
- Exigency of the training and final training objectives;
- the relationship of support of some elements with respect to others;
- the quality and nature of coaches, methodologists, sociologists, psychologists and physicians;
- the linear intervention of the coaches (teachers) in the acquisition of theoretical knowledge and in the training of the skills in the sports disciplines;
- duration of training and application of specialized knowledge.

The quality of the training process reflected in the competitive results is strictly a matter of identifying the structural elements of the managerial system, of their value and their support by themselves.

6. CONCLUSIONS

The training of athletes has always been a complex and laborious activity that calls for profound, professional sensitivity and relationship.

The main roles in this process are played by managers, coaches, instructors, methodologists, psychologists, sociologists, technicians who establish and convey the theoretical knowledge by forming athletes' skills. This creates the environment of training and capitalizing in the competitions the physical, technical, tactical and psychic potential of the participants.

Athletes' training process is increasingly focused on the integral and lasting acquisition of instructive components, based on the interconnections between the elements of modern sports training.

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