



THE PERSPECTIVES ON LEADERSHIP COMPETENCIES OF SPORTS TRAINERS IN COLLEGES AND UNIVERSITY IN JIANGXI

¹Zhang Yang and ²Prasert Intarak

^{1,2}Faculty of Education, Silpakorn University

¹Corresponding author, e-mail: zy467867@gmail.com

Received December 4, 2024; **Revised** February 17, 2025; **Accepted:** February 26, 2025

Abstract

This research aimed to discover perspectives on the leadership competencies of sports trainers in colleges and universities in Jiangxi. This research was EFR: Ethnographic Futures Research based on interviews with 17 experts. The data was analyzed by content analysis. The research was divided into 3 steps: 1) preparation of the research project, 2) research implementation, and 3) reporting of research findings. The findings of this research revealed that the perspectives on leadership competencies of sports trainers are composed of 5 dimensions; 1) self-development, 2) Teaching ability, 3) Analytical thinking, 4) Sports team management, and 5) Human relations.

Keywords: leadership; Competencies; Sports trainers

Introduction

Sports are essential for improving the quality of life and strengthening the body. It helps cultivate youth's spirit; it can promote young people to be robust and enhance their personalities. The People's Republic of China, therefore, attaches importance to supporting youth with a fighter's heart. Like sports to become a national athlete. (Ministry of Education of the People's Republic of China, 2022) Where Chairman Mao Zedong established the new "People's Republic of China" in 1951. Physical education is not lower than other subjects to encourage the latest generation of Chinese youth to grow up vigorously. This applies to all Chinese schools, colleges, and universities. There are important issues concerning physical education teaching and learning goals in educational institutions, along with promoting the development of the physical and mental health of learners and improving the physical fitness of students. Academic institutions must provide basic knowledge of physical education and develop good exercise for all young people.



It is to increase and strengthen athletic ability. It also helps in developing morals and ethics. Aims to foster discipline, courage, and progress. According to the above policy, all Chinese students must take Physical Education as a compulsory subject. Teaching and learning physical education in Chinese educational institutions is theoretical and practical. With a special emphasis on practical, the content consists of basic knowledge of physical education, sports competitions, and various types of athletics and physical fitness training through a variety of activities both in terms of teaching and learning in physical education class's extracurricular activities training after school. (NPRU, 2022) The various sporting events Physical education teachers in educational institutions must be skilled, capable of sports, have high performance, leadership, and encourage each student to show their ability in sports to understand the rules. Sports law of knowledge that is appropriate must pass sports competition activities within the class, grade level, or various institutional levels to explore the sportsmanship in each person. At present, the People's Republic of China is one of the top sports supporters in the country, giving importance to education and all kinds of sports; the government supports large budgets for physical education through the general office of the Central Committee of the communist party of China and the general office of the state council issued, "Xi Jinping" thought on socialism with Chinese characteristics for a new era. The "Action Plan to Accelerate Education Modernization (2018-2022)" is called the "Action Plan" by laying out a framework for all sectors; every agency operates according to the actual situation with a framework for implementation according to the government's policy. The "Action Plan" suggests that the ideological guiding principle in accelerating the modernization of education in the next five years is to follow the advice of the supreme leadership. "Xi Jinping," cited by the Ministry of Foreign Affairs, thought about Socialism with Chinese characteristics for a new era. This was aimed at implementing the intent of the 19th National Congress on Education to provide essential quality assurance promoting equality and improving the quality of education according to the plan for the specified period of education modernization by emphasizing strategic educational development issues. It is an urgent problem. There is coordination of the project implementation with all relevant sectors aiming to follow a plan focusing on profound reform supporting sports, stimulating vitality focus on fixing bugs, adjusting the structure to suit education in line with the country's economic principles, and better living of the people it focuses on goals and missions in education. Including sports for a good society, laying a solid foundation for good mental health,



promoting the development of the quality of human resources for high performance, and achieving the goals set in 2035. (Ministry of Foreign Affairs, 2022)

The government sector has adjusted its policy to develop the country into the new era, promoting and supporting sports and personnel, to increase the potential of training mechanisms and select personnel with high performance in work to support youth in sports and sports insurance for personnel in a new era. The "Lid Shuren" project has been implemented to promote supreme. The government has prepared a modern China plan, which includes improving the teaching curriculum and classrooms in line with the contemporary China reform plan, adjusting the process for creating curriculum and textbooks throughout the organization, focusing on an effective teaching system to create a new educational system Integrated with international quality. There are many problems concerning sports trainers for example lack of high-performance sports personnel; the government sector urges educational institutions to change their management, give importance to sports education, and develop personnel has leadership, high performance, and necessary skills to support the production of specialized teachers with expertise and has leadership creative thinking in line with government policy. While the problems with curriculum were promoting academic quality for the quality of education at all levels of educational institutions and equal access to basic education for the people, this supports a lifelong learning system. Promote training and academic innovation, including people with extraordinary abilities in various sports. (China briefing, 2022)

Jiangxi Province has many sports colleges at the vocational and higher education levels, supported by the government to produce high-performance sports personnel. The country's leading athletes, from the information mentioned above, promote and support the new China policy and personnel, as well as the implementation of educational reform in the country. The researcher is therefore interested in studying the perspectives on leadership competencies of sports trainers in colleges and universities in Jiangxi. (China, Jiangxi Provincial Sports School, 2022)

Research objective

To discover perspectives on the leadership competencies of sports trainers in colleges and universities in Jiangxi.

Research Methodology

This research used the ethnographic futures research (EFR) technique. The study was divided into 3 steps: Step 1 Preparatory, where the researcher reviewed



and analyzed related literature; Step 2 Process where the researcher employed the Ethnographic Futures Research (EFR) technique by interviewing 17 experts. Step 3 reporting of research findings.

Data collection

This study conducted 17 EFR interviews, all of which started with a certain structure. Once the interview begins, it offers a fair amount of flexibility and openness. The purpose of each interview is to discover perspectives from experts on the leadership competencies of sports trainers in colleges and universities in Jiangxi. Each interview was recorded, transcribed, analyzed, and summarized.

Respondents

The key informants in this study were selected from 17 sports managing experts with the following qualifications :1) Engaged in sports managing related work, have a deep understanding of the perspectives on leadership competency of sports trainers in colleges and universities in Jiangxi, 2) graduation at least a bachelor's degree or a master's degree, and 3) experience in managing a sports college for more than 10 years.

Instrument

The instrument used in this study was the interview form.

Data analysis

The researcher summarized the data obtained from interviews with 17 experts. Then, the researcher constructed various dimensions related to the perspectives on leadership competencies of sports trainers in colleges and universities in Jiangxi. According to the data obtained from the expert interviews, the researcher listed the corresponding items according to the contents of each dimension.

Results

The researcher used EFR to investigate the perspectives on leadership competencies of sports trainers in colleges and universities in Jiangxi. 17 experts were interviewed using unstructured interviews, and the results are as follows:

The perspective on leadership competencies of sports trainers in colleges and universities in Jiangxi found that there were 5 dimensions and 25 variables: 1) Learning for self-development composed of 4 variables: 1. He has a perspective on integrating new ideas in work theoretical and practical learning to constantly gain new knowledge, 2. attend the profession develop yourself to look good, smart, strong, and has the power within yourself, 3. study related research and training to



develop new techniques to promote work performance, and 4 the innovation and always new techniques learn to develop knowledge Expertise Create credibility trustworthiness 2) Teaching ability of 8 variables with include. 1. He has quality communication skills that are easy to listen to and understand; 2. He has basic professional skills and can connect with new teaching methods; 3. He has knowledge in teaching psychology and can integrate new things; 4. He has knowledge in sports science to help students when problems arise due to the effects of competition or training; 5. Good foreign language skills: speaking, reading, and writing; 6. He has accurate professional legal knowledge and can transfer knowledge to students; 7. some skills can bring out students' athletic talents, and 8. be professional and able to create and integrate sports innovations with teaching and learning. 3) Analytical thinking of 5 variables with include, 1. Able to analyze competitive games in sports competition fields, 2. Able to analyze learner behavior for development and promotion, 3. Able to analyze problems, link and integrate them in a future-oriented manner to solve, help, and improve them; 4. Able to analyze situations and have a future perspective, make relationships, and integrate operational concepts, and 5. Able to analyze people, analyze work, and plan team development to achieve goals. 4) Sports team management of 4 variables with include, 1. Create high-quality teamwork with specialized expertise; 2. He has a vision for the future and a positive attitude, 3. He has the psychology to control the team when a crisis occurs and build confidence in the team well, and 4. Be apparent in every decision, and believe in professional ethics. 5) Human relations of 4 variables include: 1. talking techniques that are compelling, powerful, and firm, create encouragement, and create a network; 2. He has a stable mood, controlling the team's mood; 3. be a consultant, coordinate well, create participation and unity in the organization, and be able to help students. 4. He has an understanding of learners according to their individual characteristics and is flexible according to the situation.

Discussion

From the findings of this research, there are 5 dimensions of perspectives on the leadership competencies of sports trainers in colleges and universities in Jiangxi, 1) Learning for self-development, 2) Teaching ability, 3) Analytical thinking, 4) Sports team management, and 5) Human relations. These findings can explain the competencies of sports trainers because the sports trainers need to have more competencies in self-development, teaching ability, analytical thinking, sports team management, and human relations. The researcher believed that if those trainers



have 5 dimensions of competencies/they would be good sports trainers. This finding related to the concept of competencies of sports trainers of CRI: China Radio International, as cited that the sports trainer in the new era is very important to public health, to meet the wishes of people who want a better quality of life. At the same time, the General Administration of Sport of China Encourages personnel to have knowledge, competence, high performance, and flexibility in their work. Meanwhile, the Ministry of Education, the sports administration department, set sports policy aimed at action plans for the development of sports in education. The concept of Tianjin Human Resources Development Service Center China cited that the sports instructor standards coaches must be enthusiastic and creative in sports to always strive for self-improvement Ready to improve themselves and upgrade training and teaching, have the ability to command, team management able to create responsive athletes' domestic sports industry making the most of sports technology standard trainers must be able to recruit athletes and be able to build teams. Understand in the context of educational institutions understand athletes, communities, and experience in sports. Moreover, Ponce studied Athletes' perceptions of coaching competency and team conflict in sports teams: A multilevel analysis found that coaches showed to be able to lead, be motivated, and know how to strategize in the game. There is a technique for teaching understanding in the context of the athlete. The importance of psychological must build good relationships in the team game analysis, including situations that may arise so the coach can resolve conflicts in the team. As good speech psychology and understand each sport proficiently trained in both theory and practice. And Zenger, Folkman and Edinger. Studied on Irish school teachers' experiences with Sport Education that the leader competent in this era must have knowledge and skills and able to be quite technical at the job site Build the confidence of the co-workers. Demonstrate knowledge in that subject, have ideas and good understanding in their own professional field, solve problems, and analyze Issues; modern leaders must be able to analyze situations well and see what's going on. And be able to create alternatives to solving the problem clearly, including being able to give advice to employees in analyzing various aspects. Of the problem and well laid out guidelines for solving problems, innovates competency today's leaders must always be able to innovate new ways of working. Able to bring the current working environment to adapt and design new ways of working in ways that have never been effectively used before and practice Self-Development, a good leader must develop himself all the time. And show all employees in the organization that is always self-improving. In self-



improvement to show that this leader must have the ability to listen, get to the point, have a high ego, and not think well all the time. But must believe we must continue to develop. Because everything in this world is constantly changing, Interpersonal skills competency, elated to human relations to feeling the urge to get work done, having the energy to get up and work thoroughly, knowing how to use different situations to be useful in communicating with employees including having to communicate with employees continuously.

Recommendations

1) Recommendation in general

1. The related sports organization at the institution should support and encourage the sports trainers to improve the completion by learning for self-development.

2. The related sports organization at the institution should encourage the sports trainers to develop their teaching ability by encouraging them to self-award new teaching methods and skills.

3. The related sports organization at the institution should encourage the sport Trainers with Analytical thinking skills king by learning and studying, and they have to analyze problems, link, and integrate for the future to solve, help, and improve them.

2) Recommendation for the future research.

1. Future study should create a model for improving sports trainers.
2. Future research may consider the factors that affect sports administration in colleges and universities.
3. To study the impact of 5 dimensions from this study on the ability of sports trainers.

References

- China briefing. (2022). *Education policy*, accessed November 7, 2022, available form <https://www.china-briefing.com/news/chinas-education-modernization-policy-impact-foreign-investors/?=policy+sport+training>
- China, Jiangxi Provincial Sports School. (2022). *Government policy news*, accessed November 7, 2022, available form <https://baike.baidu.com/>
- China Radio International. (2022). *CRI, Development of sports in China*. accessed November 7, 2022, available form <http://thai.cri.cn/20210918/51d95a17-e19f-89d4-ad2f-71856caaab19.html>



- Gonzales I. Ponce. (2018). Athletes' perceptions of coaching competency and team conflict in sports teams: A multilevel analysis, *European Journal of Sport Science*, 18(6): 851-860.
- General Administration of Sport of China. (2023). *The future of development of China's sports industry in the digital age*. accessed January 2, 2023, available from <https://www.sport.gov.cn/n4/n15298/c975242/content.html>.
- John H. Zenger, Joseph R. Folkman, and Scott K. Edinger. (2023). *Leadership Competency: Harvard Business Review*. accessed January 2, 2023, available from <https://hbr.org/2011/10/making-yourself-indispensable>
- Ministry of Education of the People's Republic of China. (2022). *Announcement of football promotion National Youth Campus 2022*. accessed November 7, 2022, available form <http://www.moe.gov.cn>
- Ministry of Foreign Affairs, Policy news. (2022). *"The General Office of the Central Committee of the Communist Party of China and the General Office of the State Council issued the Implementation Plan for Accelerating the Promotion of Education Modernization (2018-2022),"* accessed November 7, 2022, available form http://www.gov.cn/zhengce/2019-02/23/content_5367988.htm
- Ministry of Education. (2022). *People's Republic of China, "Sports Education Policy 2022,"* accessed November 7, 2022, available from <http://www.moe.gov.cn>.
- NPRU. (2022). *Foundation for the Development of Physical Education Curriculum of the People's Republic of China to become a sports superpower in Asia and the world*. accessed November 7, 2022, available from [http://program.npru.ac.th/pe/Physical%20Education%20of%20China\(AT\).html](http://program.npru.ac.th/pe/Physical%20Education%20of%20China(AT).html)
- Tianjin Human Resources Development Service Center China. (2023). *Standard sports coach job*. accessed January 2, 2023, available from <http://www.cnthr.com/contents/255/892.html>