



## MANAGEMENT IN PHYSICAL EDUCATION AND SPORT

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### ABSTRACT

*The term administration was used to the management in earlier. Even today most people use these two terms interchangeably. All administrators will accomplish managerial duties, but few managers will function as administrators. Management reflects a wide spectrum of contiguous responsibilities such as planning, organizing, staffing, directing & coordination, supervision & control, evaluation; readjustments, improvement and follow-up etc. and not simply teaching. In an organization, things go by smoothly only when people learn to know: (a) what and how to set their objectives, what and how to set their objectives, realize what their resources and potentialities are and understand how to organize their effort and economies on their energy. Management provides right direction to the policies, practices and programmes. In physical education and sports, continuity in planning, implementation of short-term and long-term plans, evaluation of programmes and policies, modification of practices and re-delineating objectives and goals is impossible without understanding principles of management. It serves as an instrument of establishing interpersonal relationship.*



**KEY WORDS:** *organizing, staffing, directing & coordination, supervision & control.*

### INTRODUCTION

In this competitive period, the success or failure, even the survival of any sports organization is its management. The administrator is the sole responsible for the effective management of an organization. The proper management procedure to an organization is helps to reach their goals and objectives. The total of process through which appropriate human and material resources are made available and made effective for accomplishing the purpose of an enterprise is called Management. It provides dynamic force that is necessary to convert disorganized resources of men, machines, materials, money into a productive organization. The management includes planning, organizing, staffing, directing and controlling functions to reach their goals. The each and every function is very important to achieve the goal.

### IMPORTANCE OF SPORTS MANAGEMENT:

It is a driving force and shows way how best sports managers or athletic directors could make effective utilization of scarce resources and make a substantial contribution to the progress and well being of humanity and society. Good managerial skill helps to do work within the stipulated time. Moreover, timely performed job bring reputation to the organization and minimises the project's cost. Super specialization in each segment of human activities is demanded and sole responsibilities to push

forward the sports organization lies on the shoulders of sports administrators as well as sports managers. The productivity of a sports organization /enterprise and assets both personnel and material solely depends on the quality and performance of its managers. In other words inefficient, poor and incompetent management leads to disastrous consequences to an organisation.

### **PRINCIPLES OF MANAGEMENT:**

On the basis of five functions of management that is Planning, Organizing, Coordination, Commanding and Controlling, the Henry Fayol proposed fourteen principles of management.

#### **1. Division of Work:**

Specialization allows people to produce more and better work with the same effort. Although epitomised by the assembly line, it is applicable to virtually all kinds of work.

#### **2. Authority and responsibility:**

Authority is the right to give order and responsibility is its essential counterpart. Whenever authority is exercised responsibility arises. A distinction should be made between formal authority deriving from an office or position and informal authority deriving from intelligence, experience and the like.

#### **3. Discipline:**

Discipline implies obedience and respect for the agreements between the firm and its employees. These agreements bind the firm and its employees and form the basis for disciplinary formalities maintaining discipline is one of the chief preoccupations of industrial heads. Discipline also involves sanctions judiciously.

#### **4. Unity of command:**

An employee should receive order from only one superior. Authority is undetermined and discipline threatened where this principle is violated.

#### **5. Unity of direction:**

Activities having a common objective should be undertaken by one superior with one plan of action. For instance, book keeping department in organisation should not have two or more supervisors' each with different policies, procedures and practices.

#### **6. Subordination of individual interest to the general interests:**

The interest of one employee or group of should not supersede the interest of company or broader organisation.

#### **7. Remuneration of personnel:**

Compensation for work done should be fair and satisfactory to both the employees and organisation.

#### **8. Centralisation:**

Centralisation refers to decreasing the role of subordinates in decision making. Decentralisation refers to the increasing role of subordinates. There is no universal optimum balance. The objective should be to make optimum utilisation of talents of personnel while retaining final responsibility for management.

#### **9. Scalar chain:**

The scalar chain is the chain of superiors ranging from the ultimate authority to the lowest ranks. It is an error to depart needlessly from the line of authority, but it is an even greater one to keep it when detriment to the business ensues.

#### **10. Order:**

There is a place for everyone and everyone should be in his or her place. Physical materials should be where required and personnel should be in positions best suited to their talents.

#### **11. Equity:**

Managers should be fair and friendly so as to evoke devotion and loyalty from subordinates.

**12. Stability of tenure of personnel:**

High turnover is disruptive and costly. Also it takes for workers to learn their jobs well. Thus, a lack of stability of personnel should be avoided. Fayol even felt that an average or mediocre manager who stays is preferable to outstanding managers who come and go.

**13. Initiative:**

Initiative involves thinking out a plan and ensuring its success. This gives zeal and energy to an organisation.

**14. Esprit de corps:**

The common spirit existing in the members of a group and inspiring enthusiasm, devotion, and strong regard for the honour of the group is called "Esprit de Corps". Managers should promote team spirit. Avoid splitting personnel and use verbal communication where possible in dealing with employees. The essence of this principle is that union is strength, and it comes from the harmony of personnel.

**CONCLUSION:**

Sports management also includes any combination of skills related to planning, organizing, staffing, directing & coordination, supervision & control and evaluation within the contexts of an organization or department whose primary product or service is related to sports and, or physical activity.

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