

OVERVIEW IN SPORT MANAGEMENT JOBS

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Abstract: *Sports Management is a broad field that involves all aspects of business as it relates to sports. Agents and talent recruiters are high-profile positions within the domain, but sports management jobs are quite diverse and cover a wide range of focuses including: team management, event management, facility management, sports marketing, sports economics and financing both professional and amateur sports, there is a large group of sports management professionals working to facilitate the league, a particular match or even an individual athlete is progress.*

The main mission of a professional manager in an sport organization is to provide totally the number of members of the team of specialists in each field characteristic organizational mission.

This paper wants to make the necessary specifications terms often used in sporting organizations (professional or amateur sports club) on the items jobs necessary for the proper conduct of sporting activity, optimal sports performances and not least profitable financial terms.

Key words: *sport organization, trainer, coach, manager sport marketing, sport coordinator, financial manager*

INTRODUCTION

Sports management also opens up other opportunities for jobs in the sports world. This could mean working for professional programs like the Olympics games, world Championships and many other professional or nonprofessional sport leagues in terms of marketing, health, and promotions to involve your self behind the scenes.

The paper is thus grounded in the belief that recognizing and understanding the social sphere of the human resources is a necessary step toward understanding in sport practice and using that job to support managers more effectively.

SPORT ORGANIZATIONS AND MANAGEMENT OF HUMAN RESOURCES

Romania's image abroad was taken over time and the value of Romanian athletes and in particular the results obtained by them in the great confrontation Olympic and world championships.

In reality, down at the bottom of sports performance situation is different.

Decline sport lately due generational change of coaches, athletes, but primarily the lack of professionalism of manager's phenomenon sport. This bizarre situation, we believe it an unfortunate consequence of the application of a deficient management of human resources within sports organizations, or its failure to lower level, at the county associations, local sports clubs, sports organizations, county, etc.

Concept sports a multitude of meanings and forms, but the essence of all definitions clearly show that a physical activity organized or not, sports competition concerns and confrontation between two adverse parties are endeavoring race after clear rules imposed by regulations issued by the competent bodies which have the main activity of sports competitions statutory regulation (committees, federations, national and international leagues).

Sport has changed people's perception that today appreciate the fullness athlete body movement and workmanship; competition and sports competitions have become a joy to all

In today's era of intense and tough competition, and in a rapidly changing environment, human resources are recognized as an important source and competitive advantage to companies and organizations.

The management of staff performance, the assessment process of how well an employee executes his duties against a constant standard, contributes to this and offers companies a competitive advantage.

Aim of this study was to review the published literature on the concept and philosophy of human resource management and particular jobs in sports organizations, and to elucidate dilemmas on the market on the official jobs of professional and amateur sports organizations in our country.

In physical education and sport activity is exercised the following complementary occupations according to different groups of activities. Ministry of Youth and Sport supervision and control structures sports legal persons public or private and labor ranks sports groups.

GROUPS OF PROFESSIONS, OCCUPATIONS COMPLEMENTARY, BOTH CORRESPONDING TO EXECUTIVE AND SPORT MANAGEMENT

Groups of professions, occupations complementary, both corresponding to executive and sport management:

Group 1 profession- function:

President C.O.R.
Technical director of sports Lot
Coach of the sports federation
President of the Sports Federation
Chairman of the sports club
Director of the sports complex, sports club
Secretary general of the sports federation
Secretary general of C.O.R

Group 2 profession - specialists with intellectual and scientific occupations:

Sports advisor	Translator
Physiotherapist	Psychologist
Physiotherapist	Photographer
Biochemist	Sport editor
Specialist doctor	Reporter
Veterinarian	Journalist
Pharmacist	Fine art
Physical education teacher	Man whit graphic
Professor of medical education	Accompanist
Jurist consult	Competitor
Documentary	Choreographer
Economist	

Group 3 professions - technicians, foremen and associate professions:

Laboratory chemist	Hygienist
Master mechanic	Dietician
Electronic and computer operator	Sports instructor
Operator image	Masseur
Photographer	Veterinary assistant
Photo lab	Veterinary technician
Operator image	Laboratory Pharmacy
General Nurse	Nurse
Accounting	Sports inspector
Coach	Referee, judge sporting
Secretary of federation	Timekeeper
Professional Sports	Sports animator
Ski monitor	Coach coordinator
Physical coach	Officially accredited sports

Groups 4, 5, 6, 7, 8 and 9, are ancillary trades or occupations necessary for the activity of sporting organizations or professions necessary for organizing official competitions (ex: maintenance electrician, driver, gunsmith, worker in arranging sports fields).

Competitive market existing sports jobs require general but necessary for optimal sports performance specialist jobs are the key.

Key job descriptions will be made in the following paragraphs and to remove confusion we try to specify roles, attribute or responsibilities of persons they hold these posts.

KEY JOBS IN SPORT ORGANIZATION

1. Trainers

The roles of the coach and athlete in determining training requirements will change over the time an athlete is with a coach.

When an athlete first starts in a sport/event (cognitive stage) the coach's role is to direct the athlete in all aspects of training (telling or showing coaching style).

As the athlete develops and demonstrates a sound technical understanding (associative stage) of the sport/event then gradually the coach's role changes to one where the coach and athlete discuss and agree appropriate training requirements (involving coaching style).

As the athlete matures and demonstrates a sound understanding of training principals (autonomous stage) then the athlete will determine the training requirements. The coach's role becomes one of a mentor providing advice and support as and when required.

As a coach you will initially need to develop the skills of: organizing, safety, building rapport, providing instruction and explanation, demonstrating, observing, analyzing, questioning and providing feedback.

In organizing the training session you need to plan in advance how you will manage the athletes, equipment and area - group athletes accordingly to numbers, ability and the activity - continually check the plan is safe during the session.

In providing a safe environment for the athletes you must assess the risk of: the area, equipment and athletes - continue to assess risk throughout the session - keep athletes on the set task and follow correct practice and progressions.

In building rapport with the athletes learn and use their names, smile and make eye contact, coach the athlete rather than the sport, show interest in and respect for the athletes.

In providing Instruction and Explanation you should think about and plan what you are going to say, gain the athlete's attention, ensure they can all hear you, keep it simple and to the point and check they understand by asking open questions.

In providing demonstration make sure you are in a position where the athletes can clearly see and hear you, identify 1 or 2 key points for the athletes to focus on, repeat the demonstration in silence 2 or 3 times (side, back and front view), ask if they have any questions and check they understand by asking open questions. There are times when it might be more appropriate to use someone else to provide the demonstration.

In observing and analyzing break the action down into phases, focus on one phase at a time, observe the action several times from various angles & distances, compare the action with your technical model and if appropriate determine what corrective action is required. Remember your ears can also be used to observe - e.g. listen to the rhythm of the feet of the hurdler.

In providing feedback encourage the athlete to self analyse by asking appropriate open questions, provide specific and simple advice, limit the advice to 1 or 2 points, check they understand what they will do next and make the whole process a positive experience for the athlete.

2. Coach/coaching

In our country to create general confusion of terminology sports organizations often confused trainer team with coach, in reality they are two different people with prerogatives total different roles.

A coaching philosophy that is well thought through clarifies many aspects of the coach's delivery and presents a consistent and positive message to the athletes being coached.

Coaching is all about helping athletes achieve their dreams. It should be done positively and smartly and with passion. Coaches also often create *game plans*, or instructions for what their players will do during the game. For every sport, there are different game plans.

Coaching strategy describes the role of the sports coach as one that "enables the athlete to achieve levels of performance to a degree that may not have been possible if left to his/her own endeavors".

Dyson speaking to the 19th session of the International Olympic Academy, Greece 1979, widened the horizon when he said that "the wise coach develops not only the fullest physical potential in his charges, but also those capacities and habits of mind and body which will enrich and ennoble their later years".

I also believe the role of the sports coach is to create the right conditions for learning to happen and to find ways of motivating the athletes. Most athletes are highly motivated and therefore the task is to maintain that motivation and to generate excitement and enthusiasm.

The role of the coach could be quite daunting since the above implies what could be construed as quite awesome responsibility, especially for the part-time non-professional.

Head coaches in sports organizations have different responsibilities depending on what level of the sport they are coaching.

They typically hold a more public profile and are paid more than other coaches. Other coaches are usually subordinate to the head coach, often in offensive positions or defensive positions, and occasionally proceeding down into individualized position coaches.

The roles that you will find you undertake as a coach will be many and varied and you will find at some stage in your coaching career that you will be, but not limited to:

a) Perfect knowledge of the objectives for a particular competition and intermediate implemented.

b) Establishment and realization of specific efforts that level to be attained in the days leading sportsman and during the competition taking into account many factors stimulating or limiting (opponents behavior, referees public, environmental conditions, equipment, etc.).

c) Deep knowledge of the particularities of individual athletes, especially those psychological measures of personality and to use methods consistent with those traits (creation of problematic situations, how to address pre-competitive environment, etc.).

d) Development of possible solutions or alternatives for how athletes perceive and accommodate during the competition; the coach must be prepared in advance of alternative action depending on the degree of adaptation of the athlete and especially to realize in case of confusion due to an unclear perception of situations (see sports games, fighting sports, etc.) .

e) The dynamics of interests in different times and during the pre-contest.

f) Avoiding difficulties caused by latent conflicts, on the one hand between athletes and coaches, coaches or athletes; necessary adjustment measures (fighting) them.

A special place in the coach's concerns should occupy the press, analyzes, critiques, suggestions, statistics made by various journalists, analysts, thorough knowledge of a sport branches.

3. Recruiters and Scouts

Athletic recruiter scouts play a major part in any sports team. They identify talent and help bring those talented players to play for a particular team. These recruiter scouts are a part of all sports. In order to be an athletic recruiter scout, you must be familiar with the sport, have experience as a coach and be devoted to the players that you convince to join your team. To become a good recruiter of young talent in sport must follow some steps:

Step 1 - Play sports. Athletic recruiter scouts must have intimate familiarity with the sport they choose to scout for, and one of the best ways to build that familiarity is to play the sport at a competitive level.

Step 2 - Complete your education. A degree in kinesiology can help you better understand players' bodies and the impact that sports has on them, while a degree in sports management can accustom you to the business aspect of sports.

Step 3 - Learn to discern the specific skills of specific players

Step 4 - Gain coaching experience. Become an assistant coach for a team so that you can begin this process of analyzing and utilizing individual player talents toward a group goal.

Step 5 - Find work as an athletic recruiter scout. If you already serve as an assistant coach for a team, you may be able to laterally transition to a position as a recruiter scout for the team.

4. Sports Coordinator

The Sports Coordinator will assist the program director in the implementation/supervision of programs through the creation of flyers and rosters, projecting timelines and communicating changes in program offerings to members and staff. The job consists of working with employees of various departments, volunteers, and program participants.

Plays sports activity coordinator and organizer of sports events in the sporting organization that plays an important district on the sports club's image because of the

service tasks include specific activities that have direct advertising, media, develop relationships between club members, etc, after as follows:

- Track Program statistics
- Maintain current program flyers and information at the front desk
- Develop program flyers and assist in distribution to schools
- Creation of rosters
- On time for all work periods and meetings
- Entry of program participants into computer
- Maintain equipment and supplies
- Communicate and coordinate all purchases with Program Director
- Report incidents to Program Director
- Maintain certifications
- Carry out other duties as assigned by supervisor
- Develop meaningful and sustainable relationships with members, donors and

volunteers

4. Medical personnel from sports organizations

Medical staff working in establishments and educational institutions, offices and sports clinics, sports clubs, national sports complex, technical teams of lots and Sports Medicine Institute.

Sports physician - having specialization "and sports medicine" - coordinate and be responsible for staff work environments (massage therapists, nurses) and physical therapists in the technical teams of lots Sports.

The main tasks of sports doctor, part of a technical team are:

- Sets out the basic requirements of health care and medical control for each athlete, according to the specific branch of sport and sport test, training and competition program aimed primarily contribute to achieving the objective form of athletic competition;
- Provide, in terms of diet, nutrition for each athlete of the lot;
- Provide medication to support the effort;
- Draw up recovery after exercise program appropriate to each cycle and stages of preparation and monitors its implementation;
- Plan, with coach regular medical checks and meet with him, the timely presentation of periodic health checks;
- Provide emergency medical assistance in training camps, etc.

5. Finance & Administration Manager

The important role of manager of the insurance money is in collaboration with the management team of the organization's sustainability sports organization.

Skills / knowledge required:

- knowledge of financial rules applicable to the organization
- general accounting and analytical management
- formalizing administrative activity – financial
- susceptible knowledge institutions to subsidize the activities of the organization of sport.

In most cases, the main criteria by which a sports director of a sports organization selects its employees are the overall impression created him and previous experience that they have accumulated.

Such criteria but do not lead to the best results, showing that happens so often that employees choose to leave the sport organization in search of a new job or be laid off no results.

In order not to reach such unpleasant situations it is essential that a manager to know the behavioral requirements that each job entails and psychological profile of its

employees. In other words sports organization's manager must choose *the right man in the right place*.

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