



## Analysis of Selected Quality of Life Variables of Coaches from Various Organizations Working in Tamilnadu State

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Received 8th January 2015, Accepted 5th March 2015

### Abstract

*The purpose of the study was to carry out an extensive study in Tamil Nadu to find out the selected quality of work life among the sports coaches working for various organizations. The purpose of the study was to carry out an extensive study in Tamil Nadu to find out the level of adequate and fair compensation and safe and healthy working conditions among the sports coaches working for various organizations. For the present study the 240 sports coaches working in Tamilnadu were selected at random with 212 men coaches and 28 women coaches. Among that 65 coaches from SDAT, 20 coaches from SAI, 36 coaches from public sector undertakings, 36 coaches from sports academies, 43 coaches from sports clubs and 40 coaches from educational institutions and their age ranged from 25 to 60 years. A simple random sampling technique is also applied. The primary data were collected from the sports coaches working in Tamil Nadu. The requirement of the testing procedures was explained to the subjects so as to get full co-operation of the effort required on their part and prior to the administration of the study. The adequate and fair compensation, safe and healthy working conditions was assessed using Quality of Work Life Questionnaire constructed by Walton. To test the significance of the mean difference among the coaches analysis of variance (ANOVA) was used. In case of any significance of mean difference on the criterion measure, to find out which pair of group was better among the others, the Scheffe's post - hoc test was applied. To test the obtained results on variables, level of significance 0.05 was chosen and considered as sufficient for the study. When compared to various organization of coaches in respect to quality of work life variable adequate and fair compensation and safe and healthy working condition SDAT having highest quality followed by SAI, sports academies, sports club, educational institutions and public sector undertakings.*

**Keywords:** Coaches, Quality of Work Life.

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### Introduction

Etymologically, the English term "coach" is derived from a medium of transport that traces its origins to the Hungarian word *kocsi* meaning "carriage" that was named after the village where it was first made. The term coach is sometimes equivalent to the term manager in other developed countries in reference to the director of a sporting team. The term "coach" has been expanded greatly in American English usage especially in recent years, to include such nonsports related concepts. A coach, particularly in a major operation, is traditionally aided in his efforts by one or more assistant coaches. Many times, in major team sports the head coach has little to do with the development of details such as techniques of play or placement of players on the playing surface, leaving this to assistants while concentrating on larger issues. A head coach is a professional at training

and developing sports men and women. He is typically paid more than other coaches. Other coaches are often subordinate to the head coach, often in offensive positions or defensive positions and occasionally proceeding down into individualized position coaches. One of the major features of coaching is the high turnover rate for jobs. With few exceptions college coaches often routinely change jobs, rarely staying with players. A college coach acts as the face of a team, at an age when many young players do not wish to be hounded by media. They are often called upon to discuss off the field incidents such as rule infractions or player antics.

Coaching is a very fickle profession and a reversal of the team's fortune often finds last year's "Coach of the Year" to be seeking employment in the next. Many coaches are former players of the sport themselves, and coaches of professional sports teams are sometimes retired players. Successful coaches often become as well or even better known than the athletes they coach, and in recent years have come to command high salaries and have agents of their own to negotiate their contracts with the teams. Often the head coach of a

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well known team has his or her own radio and television programs and becomes the primary "face" associated with the team. Any student athlete who enters a sport program has the right to expect quality coaching and instruction. Most parents are very particular about the educator chosen to teach their children in a school classroom, yet are not similarly concerned about who coaches their youngsters in athletics. Professionals involved in athletics agree that the coach is the single most important factor affecting the athlete. Coaches have a significant impact on the lives of their young athletes and the student athlete deserves a competent, well trained leader. The coach is an important role model and influences values and attitudes. (Sabock, 1981) Concern for the professional preparation of coaches at the high school level began as early as 1950 and in the late 1960s a coaching certification task force was formed by the Division of Men's Athletics (DMA), a substructure within the American Association of Health, Physical Education, Recreation and Dance (AAHPERD). The task force recommended the establishment of certification standards for teachers who wanted to coach by implementing coaching certification programs in conjunction with colleges to ensure a minimal degree of competency (Sisley & Wiese, 1987).

A happy and healthy employee will give better turnover, make good decisions and positively contribute to the organizational goal. An assured good quality of work life will not only attract young and new talent but also retain the existing experienced talent. By conducting this study, the researcher will be able to know the level of quality of work life among the sports coaches in Tamil Nadu. This study helps the organizations to find out the existing quality of work life in their respective work places. This would help them to understand in what areas they have to concentrate more on improving the level of the work life which will in turn make the coaches happy

and motivated. Because motivated and committed coaches can make the trainees to achieve their objectives.

### Methodology

The purpose of the study was to carry out an extensive study in Tamil Nadu to find out the selected quality of work life among the sports coaches working for various organizations. The purpose of the study was to carry out an extensive study in Tamil Nadu to find out the level of adequate and fair compensation and safe and healthy working conditions among the sports coaches working for various organizations. For the present study the 240 sports coaches working in Tamilnadu were selected at random with 212 men coaches and 28 women coaches. Among that 65 coaches from SDAT, 20 coaches from SAI, 36 coaches from public sector undertakings, 36 coaches from sports academies, 43 coaches from sports clubs and 40 coaches from educational institutions and their age ranged from 25 to 60 years. A simple random sampling technique is also applied. The primary data were collected from the sports coaches working in Tamil Nadu. The requirement of the testing procedures was explained to the subjects so as to get full co-operation of the effort required on their part and prior to the administration of the study. The adequate and fair compensation, safe and healthy working conditions was assessed using Quality of Work Life Questionnaire constructed by Walton. To test the significance of the mean difference among the coaches analysis of variance (ANOVA) was used. In case of any significance of mean difference on the criterion measure, to find out which pair of group was better among the others, the Scheffe's post - hoc test was applied. To test the obtained results on variables, level of significance 0.05 was chosen and considered as sufficient for the study.

### Results

**Table I.** Analysis of variance among coaches working on different organization on adequate and fair compensation

Source	Sum of Squares	df	Mean Square	F
Between Groups	4606.02	5	921.20	26.99*
Within Groups	7985.13	234	34.12	

\* $p < 0.05$  Table F, df (5, 234) at (0.05) = 2.25

In table above table, the results of analysis of variance on adequate and fair compensation among SDAT, SAI, public sector undertakings, sports academies, sports clubs and educational institutions were presented. From the table it can be seen that the calculated 'F' value of adequate and fair compensation among the six categories was 26.99 which was greater

than the table value of 2.25, indicating significant difference among the groups ( $p < 0.05$ ) for the degree of freedom (5, 234) at 0.05 level of Confidence. Since the 'F' value was significant, the Scheffe's Post hoc test was further computed to find out which pair of group was high among the others and the results are tabulated in the table - II.

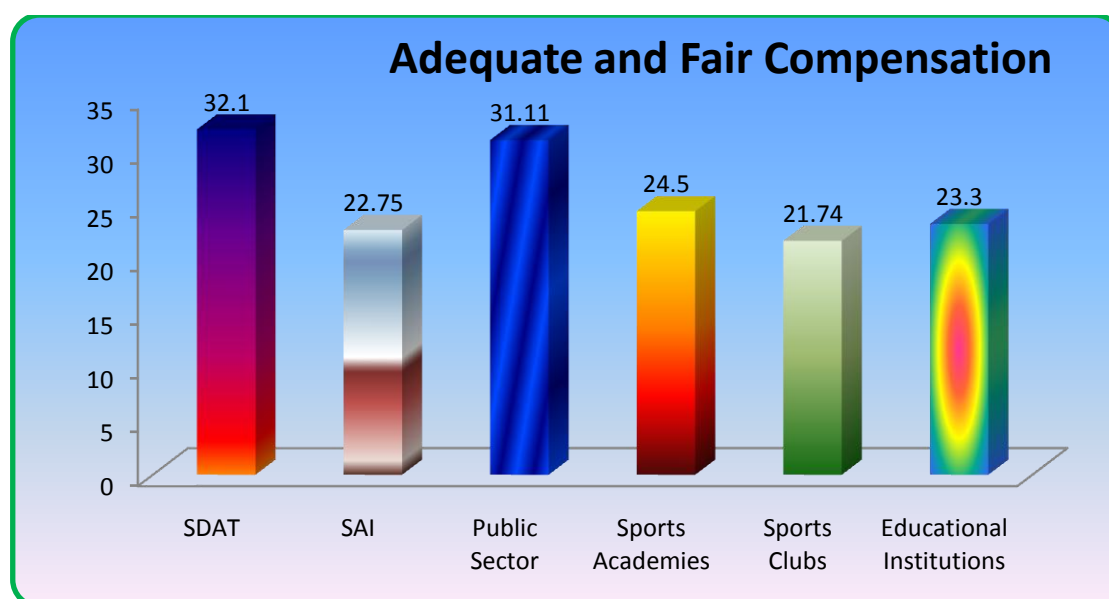
**Table II.** Scheffe's post hoc test of significance and difference among the means of coaches working on different organization on adequate and fair compensation

SDAT	SAI	Public Sector Undertakings	Sports Academies	Sports Clubs	Educational Institutions	Mean Difference	CI
32.10	22.75	---	---	---	---	9.35*	8.05
32.10	---	31.11	---	---	---	0.99	8.05
32.10	---	---	24.50	---	---	7.60	8.05
32.10	---	---	---	21.74	---	10.36*	8.05
32.10	---	---	---	---	23.30	8.80*	8.05
---	22.75	31.11	---	---	---	8.36*	8.05
---	22.75	---	24.50	---	---	1.75	8.05
---	22.75	---	---	21.74	---	1.01	8.05
---	22.75	---	---	---	23.30	0.55	8.05
---	---	31.11	24.50	---	---	6.61	8.05
---	---	31.11	---	21.74	---	9.37*	8.05
---	---	31.11	---	---	23.30	7.81	8.05
---	---	---	24.50	21.74	---	2.76	8.05
---	---	---	24.50	---	23.30	1.20	8.05
---	---	---	---	21.74	23.30	1.56	8.05

\* $p < 0.05$ , Confidence interval value (0.05) = 8.05

From the above table the mean difference values between SDAT and SAI (9.35), SDAT and sports clubs (10.36), SDAT and Educational Institutions (8.80), SAI and public sector undertakings (8.36), public sector undertakings and Sports Clubs (9.37) were greater than the confidence interval value (8.05) hence there exist significant difference. It was also observed that the mean difference values between SDAT and public sector undertakings (0.99), SDAT and Sports Academies (7.60), SAI and Sports Academies (1.75), SAI and sports clubs

(1.01), SAI and Educational Institutions (0.55), public sector undertakings and Sports Academies (6.61), Public sector undertakings and Educational Institutions (7.81), Sports Academies and Sports Clubs (2.76), Sports Academies and Educational Institutions (1.20), Sports Clubs and Educational Institutions (1.56) were lesser than the confidence interval value (8.05) hence there exist insignificant difference. The mean values of among six categories of coaches are graphically presented in figure – I.

**Figure I.** Graphical depiction of the comparison of the means of adequate and fair compensation of different types of coaches

**Table III.** Analysis of variance among coaches working on different organization on safe and healthy working conditions

Source	Sum of Squares	df	Mean Square	F
Between Groups	19950.58	5	3990.11	58.76*
Within Groups	15887.40	234	67.89	

\* $p < 0.05$  Table F, df (5, 234) at (0.05) = 2.25

In table above table, the results of analysis of variance on safe and healthy working conditions among SDAT, SAI, public sector undertakings, sports academies, sports clubs and educational institutions were presented. From the table it can be seen that the calculated 'F' value of safe and healthy working conditions among the six categories was 58.76 which

was greater than the table value of 2.25, indicating significant difference among the groups ( $p < 0.05$ ) for the degree of freedom (5, 234) at 0.05 level of Confidence. Since the 'F' value was significant, the Scheffe's Post hoc test was further computed to find out which pair of group was high among the others and the results are tabulated in the table - IV.

**Table IV.** Scheffe's post hoc test of significance and difference among the means of coaches working on different organization on safe and healthy working conditions

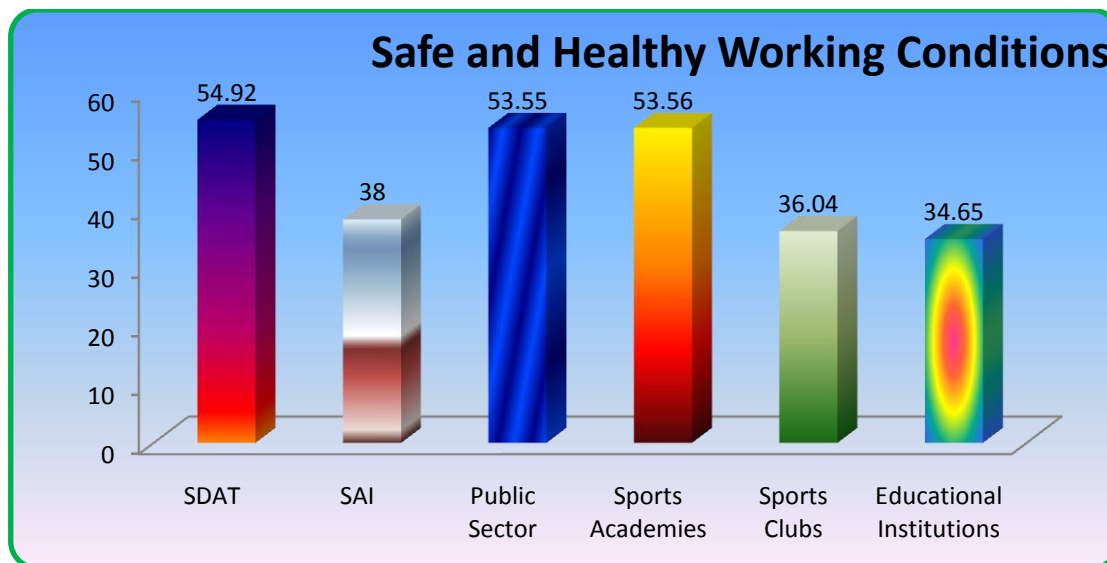
SDAT	SAI	Public Sector Undertakings	Sports Academies	Sports Clubs	Educational Institutions	Mean Difference	CI
54.92	38.00	---	---	---	---	16.92*	11.36
54.92	---	53.55	---	---	---	1.37	11.36
54.92	---	---	53.56	---	---	1.36	11.36
54.92	---	---	---	36.04	---	18.88*	11.36
54.92	---	---	---	---	34.65	20.27*	11.36
---	38.00	53.55	---	---	---	15.55*	11.36
---	38.00	---	53.56	---	---	15.56*	11.36
---	38.00	---	---	36.04	---	1.96	11.36
---	38.00	---	---	---	34.65	3.35	11.36
---	---	53.55	53.56	---	---	0.01	11.36
---	---	53.55	---	36.04	---	17.51*	11.36
---	---	53.55	---	---	34.65	18.90*	11.36
---	---	---	53.56	36.04	---	17.52*	11.36
---	---	---	53.56	---	34.65	18.91*	11.36
---	---	---	---	36.04	34.65	1.39	11.36

\* $p < 0.05$ , Confidence interval value (0.05) = 11.36

From the above table the mean difference values between SDAT and SAI (16.92), SDAT and Sports Clubs (18.88), SDAT and Educational Institutions (20.27), SAI and public sector undertakings (15.55), SAI and sports academies (15.56), Public sector undertakings and Sports Clubs (17.51), Public sector undertakings and Educational Institutions (18.90), Sports Academies and Sports Clubs (17.52), Sports Academies and Educational Institutions (18.91) were greater than the confidence interval value (11.36) hence there exist significant

difference. It was also observed that the mean difference values between SDAT and Public sector undertakings (1.37), SDAT and Sports Academies (1.36), SAI and Sports Clubs (1.96), SAI and Educational Institutions (3.35), Public sector undertakings and Sports Academies (0.01), Sports Clubs and Educational Institutions (1.39) were lesser than the confidence interval value (11.36) hence there exist insignificant difference. The mean values of among six categories of coaches are graphically presented in figure – II.

**Figure II.** Graphical depiction of the comparison of the means of safe and healthy working conditions of different types of coaches



### Conclusion

When compared to various organization of coaches in respect to quality of work life variable adequate and fair compensation SDAT having highest quality followed by SAI, sports academies, sports club, educational institutions and public sector undertakings.

When compared to various organization of coaches in respect to quality of work life variable safe and healthy working condition SDAT having highest quality followed by SAI, sports academies, sports club, educational institutions and public sector undertakings.

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