

TOLERANT ATTITUDE AND MANAGERIAL CONDUCT AMONG PROFESSIONALS OF PHYSICAL EDUCATION AND SPORTS

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ABSTRACT

It is vital during management training of professionals related to physical education and sport, to deliberate the issues of tolerant behavior in societal interaction and communications with community via sports and physical activities. The objective of the current study is to formulate a contemporary and an articulate model of tolerance in the management and administrative skills of physical educationist, instructors and sports coaches. Regression analysis was utilized which is a statistical process for estimating the relationships among variables including evaluation of physical, psychological, personal interrelationship and qualities regarding tolerance and management of an upcoming specialist in this field and building a precise set of efficient criteria. The study will benefit the educationists appointed for the training of professional in the field of physical education and sport.

Keywords: tolerant, attitude, managerial, professional, physical education, sports, development

INTRODUCTION

In the present-day social and economical environment, the core importance of the higher education system concerning physical education is training of professionals with a spotlight on working necessities practically. (Zubarev, A. D. 2002, Khazova, S. A. 2009, Lazarus, R.S. 1991). The specific issues of physical training is subtle, volatility, non-conventional, Individual tactic, often haphazard results, etc. For professional physical training, it is vital to obtain the understand-

ing and aptitude of societal communication, managerial and dealing authority. Interrelated management is also very important for physical education teaching and sports lecture, coaching and re-creational physical activity. (Klein, G. 2004, Turner, et. al.1984). Owing to consistent demand of professional physical educationist and sport experts, acquiring the management post with no specialized management training leads to management errors and as a result, hinders the communal and financial modify-

cation. Therefore, management and teaching tolerance should be highest preference in education. The importance of this issue is instituted by various variances among the traditional trend of education system and the world community's progression to a latest qualitative Education system; a person's need for high quality education and the authenticity of its prerequisite by the higher Education-system; the qualitative and quantitative outline of high school staff and the requisites focused on contentment of the demand of various sports organization's training personnel.

It is inevitable to produce an efficient system of education for training the specialists of a new generation with the fresh managerial ideas and tolerant approach, systematic learning of institutes, personality types and the contemporary professional requirements for physical activity. The difficulty in development of tolerant attitude as strategy of life and the foundation of managerial activity, successful relationships, and harmony is at present have immense significance in pedagogy, social sciences and humanities. The increasing viole-

nce, competitive nature and antagonistic management call for fresh studies in the field and realistic suggestion for professional training.

The purpose of the study is to build a widespread notion of how tolerant attitude necessitates to be promoted in management trainees related to physical education and sport. In the field of physical education and sport the traditions of management is a synthesis of psycho-didactic thinking and skills, intelligence in general, administrative and psycho-pedagogical qualities, ethics of management and a system of multifaceted relationships. It verify the level of a student's competency in understanding the management, how to deal with individuals and tolerant attitude towards them. Subsequently is the stage of mutual learning, resources and methods. (Hardman, K. 2006). To up date the education system, humanistic precedence attracts extraordinary significance and student-oriented teaching methods turn out to be the core module of the system. The progression of educational system always requires changes and modifications. The educatio-

nal and professional activity success depends on several factors, primarily, on motivation of pupils to accomplish their objectives. (Bykov, A. V. 2001, Parks J.B 1998 & 1991, Shaw, M. E. 1971, Lewis, G. & Appenzeller, H. 1987, Shaw, M. E.1971). A vital role attributed to the community motivation relating the students' understanding of social and professional importance of achievement in studies, creation of interest and inspiration to resolve educational and creative assignments, assessment of intermediary outcome Zakrevskaya, N. G. 2009, Maurer, M. R. & Jordan, P. J. 2006, Nair, P. 2008). The amendment of activity, duty and self-control principally set the capabilities and persona of the potential professionals. (Turner, J.C, Hogg, et., al. 1984) Present study observes the influence of the following factors on the motivational development: academic achievement, cross curricular associations, the relevance of subject for prospect professional activity, affable atmosphere in societal groups and classroom, teachers-students communications the interactive learning, the course contents and organization, the variety of methods and

techniques applied in the education system, problem-based task triggering activity based research, open options in the learning course, dynamic inventive tasks, cognitive approach of student to work, etc.

Methodology and organization of research.

The study was performed in 3 groups of students of physical education and sport in centre for physical education health and sports science University of Sindh Jamshoro, with total of 48 students. To evaluate the estimated parameters, a numerical scoring system was used. Statistical analysis of the study data on tolerance and management skills were done to recognize the significant association between them. The correlation and regression analysis (regression analysis is a statistical method to estimate the associations between the variables) was carried out with the help of the Statistical software.

Results and discussion

To get the study objectives, development of tolerant attitude, professional and managerial atti-

vity in potential physical educationists and sports coaches was organized students group for research purpose was organized in centre of physical education and sports, to develop tolerant attitude among persons of management, to enhance the understanding of contemporary management techniques and to concentrate on the finest practices, The group focused on studying "the fundamental characteristics of management and tolerance in the subject of PE and sports." (Solomchenko, M. A. 2011). The question and answer sessions were organized to give knowledge about the elaborated economic conditions and multifaceted market state of affairs the how to solve business tasks, tests, difficulties in the sessions on economics. A large time of the training was assigned for the lessons on tolerance principle (Kuzin, V. V. & Kutepov, M. E. 1999, Anshel, M. 1990).

The classes consist of assessment of various managerial and faculty jobs in the physical education and training field, faculty of PE, PTI (physical training instructors), coaches, managers of sports institutes. The im-

portance of management trainee program and tolerant attitude was instituted and reviewed. the concentration and motivation for PE and sports was examined; the understanding of physical and mental inadequacy, backing through communal understanding and communication; forgiving the faults of others, agrees that every person can make a mistake; admit all forms of expressions and indications of individualism of human beings; the requirement to believe in human error factor during competitive and training activity.

Standard assessment was prepared to perk up communication skills and management, based on the study of literature review (Klein, G. 2004, Magin, V. A. 2006) and tutorial experience of our own, it was identified that key specialized qualities for a professional in PE and sports are separated into 5 categories that is physical, mental, individual, tolerance and management. The correlation statistics was applied to estimate the inter-relationship criterion for the physical, mental, individual, tolerance and management qualities within each category and verify the correlation

coefficients. The alteration in the qualitative data of the management and tolerance categories depended on various factors of the other categories; On the basis of multiple correlation methods a concurrent study of the effect of some characteristics on the analysis on other was carried out. (Magin, V. A. 2006). Multiple correlation equations were found out for all the categories of the managerial and tolerant groups. To evaluate the effects of variability of different factors on the variation of the indicators of study, regression coefficients were estimated, which signify mean standard deviation. As the most of these deviations are < 1 , the influence of multi-collinearity to determine the integral factor is not sufficient.

For regression function, the indicator ratio of the analytic interaction (K_i) shows the % of alteration in tolerant and management qualities if causative factor (physical, mental or personality) change by 1 percent. (Derkach, A. A., Zazykin, V. G. et al. 2003, Kuzin, V. V. & Kutepov, M. E. 1999). The ratio for the qualities of the management category (effective management, decision-making, entrepreneurship skills, self management, ability for management, motivation for goal achieving, the capability for self-development) are shown in Table 1. The ratios provide a chance to opt the essential component for rebuilding of the education process.

Table No-1
Evaluation of the effect of components on the management qualities of the
Professionals of physical education and sport
Multiple regression ratio and Management qualities

Tests	Managem ent Efficiency	Decision making	Capacity for business	Self- control	Capacit y for Manage ment	Motivation for Achieving goals	Capacity for Self- development
1. Physical qualities							
Endurance (the Cooper test)	2.2031	1.2931	0.8744	0.9998	1.3024	1.1060	1.2415
Speed (running 30m)	1.0701	1.3162	1.0531	1.2195	1.4919	1.1375	1.3511
Flexibility (bending forward)	1.4066	1.3048	1.1387	1.2388	1.4678	1.1511	1.3761
Strength (pull-ups (males), floor dips (females))	1.2252	1.2042	1.5435	1.3260	2.5970	2.3458	1.3640
Coordination of Movements	1.207	2.0325	1.3517	3.2792	0.5393	1.2590	1.3624
Capacity (step test)	1.1373	1.1173	2.8966	2.8358	2.5405	2.4237	2.4105
Health standard (adaptive capacity)	2.4646	1.2262	2.5928	1.5255	1.5405	1.3317	3.3836
2. Psychological traits							
Intelligence	0.9229	2.3209	1.3012	1.0951	0.8199	0.8696	2.0080
Intensity and distribution of attention	1.1787	1.2365	1.4871	1.2608	0.9148	0.9025	1.0871
Logical thinking	2.3553	2.2240	2.6843	2.5394	1.9059	1.1825	1.1469
Level of tension	1.1394	0.4854	0.9095	0.5738	1.4020	0.8630	3.1930
Imagination	0.7702	2.5718	0.7786	2.5143	2.1873	2.1047	0.7335
Memory	2.4595	1.2570	2.0829	1.4905	0.8324	2.6121	2.0324
Psychological Resistance	2.0753	1.2217	2.9130	0.9471	2.4728	0.7751	0.8655
3. Personality traits							
Purposefulness	1.0210	1.2880	1.0974	1.0286	2.0055	2.2121	0.9644
Self-discipline	1.3584	2.3630	0.6021	1.2587	1.2115	0.6060	2.0054
Creative abilities	1.9880	2.3479	2.0716	2.5162	2.3109	0.8539	2.3639
Leadership	2.0280	1.0479	0.9567	0.7404	0.6460	1.4588	0.6113
Responsibility	2.6935	1.3477	2.3641	2.3937	0.8219	2.5747	1.4977
Proneness to conflict	2.3544	1.1471	2.3410	1.0878	0.8149	0.6437	0.6089
Moral qualities	0.3430	1.3479	1.2448	2.0646	0.7277	1.2224	1.2356
4. Tolerance qualities Empathy							
Flexibility of Behavior	1.0867	1.1068	1.0122	1.0539	1.1648	0.8167	1.1962
Assertiveness	0.6205	2.2817	1.2925	2.4642	1.3429	2.9950	2.2010
Social activity	0.7675	1.2465	1.3942	1.4845	0.6741	1.0624	1.2493
Communicability	2.9466	2.2465	2.9304	1.4691	2.1712	1.2205	2.3712
Divergent thinking	0.9034	1.2465	2.1008	1.0981	2.9827	2.8292	1.4740
Self-assessed	2.3432	2.2465	2.7808	0.7680	2.4232	1.5067	2.6717
Tolerance	2.2344	1.2468	2.0686	2.8817	1.2929	2.7394	0.5300

Note: The most significant relations are in bold.

Table No-2:
Evaluation of the effect of components on the management qualities of the
Professionals of physical education and sport

Multiple regression ratio and Tolerance qualities

Tests	Managem ent Efficiency	Decision Making	Capacity for business	Self- control	Capacity for managem ent	Motivati on for Achievin g goals	Capacity for Self- development
1. Physical qualities							
Endurance (the Cooper test)	1.0817	1.1594	1.2515	0.8309	1.0733	0.8400	0.7594
Speed (running 30 m)	1.1377	1.1807	1.3663	0.8832	1.1018	0.8921	0.8374
Flexibility (bending forward)	2.1611	1.2066	0.6303	0.9654	2.2753	1.9119	0.9997
Strength (pull-ups (males), floor dips (females))	1.2554	1.3363	0.5645	1.2584	1.3713	0.9962	1.3509
Coordination of Movements	2.2097	1.2760	2.5514	1.1188	1.3040	0.9555	1.1740
Capacity (step test)	0.4320	1.4173	1.8885	0.9915	1.4298	1.2038	2.0765
Health standard (adaptive capacity)	0.3079	2.3384	2.7004	2.5056	1.3595	1.2869	2.5741
2. Psychological traits	0.9293	1.2385	1.4527	1.0852	1.1851	0.9299	0.6635
Intelligence							
Intensity and distribution of attention	1.0801	2.2527	1.7016	1.1824	1.1884	1.2068	0.7108
Logical thinking	1.0976	1.2765	0.9209	1.1669	1.2440	1.3173	1.0584
Level of tension	2.8521	1.5986	0.9209	1.1669	1.2440	1.3173	1.0584
Imagination	1.5212	1.4561	2.2906	1.2980	2.5790	2.7649	0.4464
Memory	1.9623	2.8170	1.8444	1.4843	0.6445	2.7892	2.2002
Psychological Resistance	2.7162	1.3156	2.5356	3.3802	2.6079	2.7756	2.6798
3. Personality traits	1.1510	1.3969	0.7784	1.0310	3.2621	0.6694	0.4407
Purposefulness	1.1510	1.3969	0.7784	1.0310	3.2621	0.6694	0.4407
Self-discipline	2.2182	2.7239	0.8471	0.5692	1.4595	0.7585	0.7013
Creative abilities	1.4535	1.6586	1.0489	1.5505	2.6871	1.0088	0.9274
Leadership	1.6943	0.8004	1.3341	2.8607	0.6219	1.5404	1.3435
Responsibility	2.9261	2.8834	2.6338	0.8153	0.7748	2.0589	2.3678
Proneness to conflict	2.8338	1.9597	2.9453	2.2330	2.8316	1.9015	2.0745
Moral qualities	2.7996	2.8784	2.7988	2.9778	2.7658	2.8189	0.9189
4. Management qualities							
Management efficiency	1.023	1.044	1.010	-1.031	2.928	2.633	2.280
Decision-making	-1.090	-2.409	-1.091	-2.611	2.546	-2.848	-0.921
Entrepreneurship	0.949	1.055	2.928	0.953	-2.252	1.081	0.962
Self-management	2.653	.125	0.955	0.997	-1.031	0.988	2.233
Ability to manage	0.983	1.075	1.026	2.501	-0.989	1.007	0.924
Motivation for achievement of goals	0.961	2.507	2.449	1.003	-2.831	2.609	1.063
Self-development	2.450	1.021	0.980	2.641	-2.491	1.045	2.443

According to the results of data analysis it is observed that with the enhancement in the quality of one of the category, the quality of management and tolerance development improves generally in students individually as well as a whole group. The criterion illustrated for each student, support the objective assessment of the development of skills of tolerance and management and provide a chance to manage the method of their development. It is essential to state the common impact of a significant number of tolerant and managerial qualities, which enhances the number of ratios of analytical interaction among understanding and capacity of self development; portability of attitude and decision making: self management, motivation to accomplish aims: aptitude for self-development; boldness and social mingling and management competence: decision-making, entrepreneurial abilities, capability for management, aptitude for self-development: communicability and business skills, the aptitude for management: motivation to get aims: versatile thinking and management competence, decision-making, entrepreneurial ca-

pabilities, aptitude for management, ability for self development: self-assessment of tolerance and management efficiency, business ability: self management and motivation to achieve goals.

The reciprocal interaction of the management and tolerance distinctiveness confirms the no extricable link between efficient managerial qualities and tolerant attitude.

In respect of this association and improvement in the values of any one of the physical, mental or individual qualities one can accomplish concurrent improvement of one or several tolerance and managerial qualities, and overall improvement of managerial qualities. Such as, so as to qualitatively develop the features of "decision-making" it is essential to perk up either synchronization of movements, or intelligence, or logical-thinking, or ideas, or organization, or resourcefulness. The betterment in "decision making" in general helps to improve the quality of tolerance, particularly boldness, socializing, sociability, different thinking for qualitative improvement

as well as the flexible behavior" parameter, it is crucial to build up the intensity and sharing of attention, remembrance, self discipline, responsibility, or lessen the intensity of proneness to disagreement. The development of "flexible conduct" in general helps in improvement of all management qualities and, majorly, to decision-making, self-management, enthusiasm to accomplish goals, capability for self development. In educational system also the similar outcome can be attained by means of various ways of resources. For this rationale, it is essential to build up the modes and methods which encourage students to get superior academic performance. Providing every parameter of the groups are interrelated, an enhancement in one factor leads to growth of all related factors.

Conclusion

It is concluded from the present research that the course of individual and professional development and management training of competitive talent of experts in the field of PE and sport should be formed by determining the opening for both individual and professional growth,

by making future oriented goals of professional commotion, by exploring and development of professionally significant psychological persona for instance self awareness, recognition of other's empathy, self confidence, by developing the ability to perform in a team, by making necessary changes among relationship of the members of the education system, by enhancing the creative and individual abilities of learners, by improving students' manifesto of strong will on the basis of intents, interests, morals, mindsets and relationships, for the understanding of subjective model of economic accomplishment.

In this study the tolerant attitude of potential professionals in physical education and sport is the focused on communication with other individuals, intended to get the set goals. Potential managers in the physical education and sport arena should comprehensively understand and resolve current tasks but also be able to rapidly adjust to continuously changing circumstances and should be well-trained mentally as well as physically, well-informed and well-mannered, imaginative and have apparent leadership

qualities to face the competitive environment.

To be a good professional the entire set of qualities which structure the competitive skills of graduates in the modern world, it is essential to arrange the learning process successfully. Its effectiveness is determined, primarily, by a constant and profound interest of students in discovering, developing and strengthening their own personality qualities that should be enthused by the higher educational institutions.

The methodical interaction ratio assists to their own personality choose the key components, used for development of a resourceful learning process for training physical education and sport professionals.

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