Chapter – 5

Conclusions, Suggestions and Recommendations

Conclusions:

Based on the results obtained from the present investigation, the following conclusions may be drawn:

1. The results have suggested that the players and coaches were satisfied with the organization of pre-competition coaching camps before fielding the players for main competitions.

2. Both coaches and players have satisfactorily reported that SAI, Eastern Region has succeeded in achieving its set targets.

3. The academic record of the players have also been found satisfactory which shows their interest both in academic and sports endeavours.

4. The Audio-visual aids have effectively been used by the coaches while imparting training.

5. Residential and non-residential sports persons were found satisfied about the nature of issue of sports articles.
6. Both residential and non-residential players were satisfied about the scientific support being provided to them by physiotherapists and sport physicians.

7. Players were satisfied with the accommodation provided to them by the SAI. But the residential trainees had an edge over the non-residential ones.

8. The findings also suggest that although both residential and non-residential players have shown their satisfaction on the meals served to them during coaching camps but the residential players were more satisfied than non-residential players.

9. Residential and non-residential players were found satisfied about the medical fitness record maintained by the SAI.

10. It has been reported that residential and non-residential sports persons were greatly satisfied with the coaching methods used by the coaches while imparting coaching. The residential athletes were having an edge over the non-residential athletes.

11. Administrators and coaches were observed satisfied on the organization of workshops and conferences to update their knowledge.
12. It was reported that the process of training used to be monitored on regular basis by the higher authorities of SAI.

13. Both administrators and coaches have reported that the regular meetings were convened by the higher authorities for performance appraisal of the players.

14. Although the administrators and coaches have shown their satisfaction on the representation of players at international competitions, however, the coaches have been found less satisfied while compared to administrators.

15. Both administrators and coaches were found to be satisfied with the level of achievements of most of the trainees.

16. It is evident from the results that the SAI always try to update the experts with the latest knowledge and recent developments that take place in various games and sports.

17. Results have indicated that good modern infrastructural facilities of games/sports have been made available by the SAI as depicted from the obtained H value.

18. The players who bring laurels at international, national and state levels were suitably rewarded by SAI with befitting incentives as per their achievements.
Suggestions:

Certain short-comings and lacunae have been found pertained to various aspects of organization, administration and facilities of SAI Eastern Region which need to be highlighted in order to bring the desirable improvements in those areas. Thus, the following suggestions have been put forth:

1. The SAI Eastern region should ensure that the frequency and duration of coaching camps should be enhanced for better results.

2. Arrangements should be made for maintaining physical fitness and skill records of each trainee which may be used as performance indices in due course of time for the purpose of feedback.

3. Coaches should be considerate about the genuine problems of the players for developing better understanding among them.

4. Punctuality of the trainees should strictly be enforced.

5. Playing equipments should be issued to the players free of cost.

6. Scientific support of psychologist, dietitian and sports physiologist should be made available to the players and coaches for enhancement of performance.
7. SAI, eastern region should arrange the services for other reputed coaches in order to add to the performance of the players.
8. Coaches should improve their behaviour pattern while dealing with the players. They must demonstrate sympathetic attitude towards them.
9. Instant and regular feedback should be provided to the players for motivating them for greater efforts.
10. In order to explore training state of each individual, a pre-assessment test before the coaching camps should be conducted, universally.
11. Parents should motivate their wards for hard work both for excelling in academics and sports. If required they should also extend financial support to their wards for enabling them for meeting out essential demands.
12. While framing the sports policies, the coaches should also be consulted for making it more effective and worthy. Frequent meetings of administrators and coaches should be held to discuss the matters on a regular basis.
13. Attendance of the trainees should be strictly imposed for ensuring punctuality and discipline.
14. Salary structures of various class employees including administrators and coaches should be revised and upgraded.

15. Benefits of refresher courses and workshops should equally go to the administrators and coaches.

16. Criteria for admission to diploma in coaching as well as M.S. courses, their duration, course contents etc. need to be revised in view of the latest developments and the current demands.

17. SAI should recognize the meritorious services being rendered by the staff and suitably reward to encourage them.

18. The existing criteria for promotion of staff should be objective and merit based.

19. The criteria of selection of players should be based on the principles of objectivity, clarity and transparency. It should also be performance based in order to remove all kinds of bias.

20. Concerted efforts should be made by the administrators, coaches and players for bringing desirable improvements in the overall performance.

21. The quality and variety of meals served to the trainees need to be improved considerably.
Recommendations:

Considering the inferences drawn from the present exploratory investigation, the following recommendations may be forwarded:

1. A high tech sport sciences centre equipped with all the modern coaching facilities should be created by the SAI in various regions.

2. High quality research activities should be promoted by the SAI and for that sports sciences laboratories having required gadgets and tools should be established by the SAI in each region.

3. Academic wings of SAI should be further strengthened in order to provide quality education during various courses being imparted.

4. There should be a consistent and time bound appraisal of the policies launched by the SAI eastern region to gauge their progress and effectiveness.

5. A broad base policy with the motto of “Sports for all” should be launched. It would be worthwhile if the SAI initiates steps to create the modern infrastructure at the grass root level too.
6. Sports Authority of India (Eastern Region) should ensure the proper implementation of its policies through periodical evaluation.

7. There has been a need for developing a work culture in the whole ambit of SAI which would go a long way in achieving its set goals.

8. Lucrative incentives should be given to outstanding athletes, dedicated employees and coaches in recognition to their meritorious contribution.

9. It is recommended that similar case studies may be conducted on organization, administration and facilities of sports directorate of various states.

10. In addition to the variables of present case study, few more variables such as work culture, organizational behaviour, challenge seeking and hardiness etc. should also be included to make the study more exploratory.

11. An inter-regional comparison between all the four regions of SAI may also be made by future researchers.
12. Comparative studies amongst similar organizations of developing countries may also be conducted for canvassing the real status of SAI.

13. Similar investigations may also be undertaken, making comparison between the state sports organizations, federations and Institutions.

14. A composite team of coaches and sports scientists should be appointed for preparing all the national teams for international competitions.

15. An integrated five years programme for educating coaches on scientific guidelines should be introduced at all the SAI centers with the aim to produce able coaches equipped with scientific knowledge.

16. A time bound programme for winning medals in Olympics, Asian games as well as Commonwealth games need to be introduced under the expert guidance and supervision of SAI.