Abstract

Introduction

The effectiveness of an organization depends on many different factors. One of the considerable elements is selecting worthy staffs and managers to hold official posts. There are number of features, concerning the job, which seems essential for the volunteers to have. The criteria can be nearly seen in all organizations. Physical Education Organization, as like as other organizations, needs to have a proper selection for its different official posts. The organization is applicable to the enforcement of sport federations’ functions. One of the responsibilities of federations is selecting efficient coaches for national teams. The selection of national coaches by sport federation is a hard and argumentative task as the concerned managers should select one head coach for the national team from a large number of clubhouse coaches inside and even outside the country. The element which is resulted to the success and efficiency of a coach and ultimately the success of a country’s national team is beyond these criteria as a successful coach should possess unique capabilities. These features can be considered in the personal, individual, management, social, technical, specialized, etc. Thus, the lack of one of these features can be resulted to the failure of the coach to get a good and considerable result. As it was mentioned there are ample of criteria which can be considered for selecting an efficient coach. Considering the point that there are not any special criteria for selecting national coaches, the researcher will present some criteria for selecting a national coach. Some criteria will be also defined in this study.

The Statement of the Problem

One of the most significant elements in the success of sport teams is related to the role of the coach team. An efficient coach, using his own knowledge and experiences, can improve the athletes and ultimately the function of his own team. The job is one of the intricate jobs which are beyond everybody’s ability. A Coach should possess a specialized knowledge considering the sport. He should also possess some other skills in different fields such as management, communication, motivation and relatively domination over
the techniques and tactics of his own team. The present study is aimed to define criteria for selecting of freestyle wrestling coach at national level, which are the subcategories of world wrestling federation, from the review of literature. The researcher hopes that the study will answer the following questions.

What is a suitable pattern for selecting national team coaches in freestyle wrestling?

What type of features and criteria should be considered for selecting national team coaches in freestyle wrestling?

What degree of importance and value does each one of the features or criteria for selecting wrestling national freestyle coach?

How do we can prioritize each one of the criteria to select national team coaches in freestyle wrestling?

**Objectives of the Study**

The present study will attempt to define criteria for selecting wrestling national freestyle coaches at international level. The special aims that the researcher will pursue in the study are as follows:

- To prepare questionnaire for wrestlers, coaches, managers, officials and experts at international level.

- To study personality characteristics of wrestling national freestyle coaches at international level.

- To study communicational skills of wrestling national freestyle coaches at international level.

- To study motivational characteristics of wrestling national freestyle coaches at international level.

- To study scientific characteristics of wrestling national freestyle coaches at international level.
• To study management skills of wrestling national freestyle coaches at international level.
• To study sport characteristics of wrestling national freestyle coaches at international level.
• To study coaching experience of wrestling national freestyle coaches at international level.
• To study individual characteristics of wrestling national freestyle coaches at international level.
• To define criteria for selecting wrestling national freestyle coaches at international level.

Methodology

The research method was descriptive-survey type.

Population

In the present study, wrestling coach is major characteristics or interest of the researcher for that purpose population for the present study was about 439 people from 64 countries who have participated at the 2013 Wrestling World Championships Istanbul, Turkey. The number of 79 Free Style coaches, 231 Free Style wrestlers (players), 48 managers, 51 officials (referees) and 30 experts.

Sample and sampling of the research

According to Krejcie& Morgan table, the number of 70 Free Style wrestlers, 70 Free Style wrestling coaches, 25 officials, 20 managers and 20 experts were selected from 439 participants at wrestling world championship competition in 2013 by classified random sample technique.
Tools Used for Data Collection

Data gathering tool was the researcher-made questionnaire.

Methods of Data Collection

In this step, the final questionnaire was distributed among subjects. For distributing questionnaire, Researcher was personally present at the 2013 Wrestling World Championship Istanbul, Turkey and expressed any necessary explanation before distributing the questionnaires. The questionnaires were gathered by researcher two days later.

Data Analysis

Descriptive Statistics

First, descriptive statistics including frequency, percentage, standard deviation, mean, descriptive index and central tendency were used for each factor in the demographic section of the survey. This information included age, occupation, education qualification, field of study, best achievement as a wrestler, wrestling experience, coaching degree, best achievement as a coach, coaching experience in a national team.

Nonparametric Statistics

Friedman Test was used to determine the priorities of 8 major criteria and their subgroups for selecting wrestling national freestyle coach. Friedman Test was used to indicate the differences among coaches, managers, wrestlers, officials and experts’ viewpoints on the priorities of the main domains in ordinal means. Kruskal-Wallis Test was used for comparisons of differences among coaches, managers, wrestlers, officials and experts’ viewpoints on the level of the importance of criteria for selecting wrestling national freestyle coach. One Sample Kolmogorov-Smirnov Test was used to indicate normality of data distribution and their point about the research variables. Excel Statistical
Software was used to draw tables and diagrams. The Statistical Package for Social Sciences 18 (SPSS) and EasyFit was used to conduct the statistical analysis.

Conclusions

The following conclusions were derived from analysing and studying the data collected on the 205 subjects who participated in wrestling world championship competition in 2013.

• Experts, officials and wrestlers placed the highest priority on “Personality characteristics”. In contrast, managers and coaches agreed on this dimension as a second priority. Overall, it was placed on second priority (important) with respect to all samples’ viewpoints.

• From the Friedman test of subgroups of personality characteristics it can be concluded that all subjects consider “keeping cool in dealing with the wrestlers during the practice sessions and competitions” as a very important while they believe “being polite” is unimportant criteria to select wrestling national freestyle coach.

• The results showed that all subjects put communicational skills in priority 7 that it means it was considered as a less important factor to select wrestling coaches in national team.

• From the Friedman test of subgroups of communicational skills it can be concluded that all subjects consider “having ability to communicate with wrestlers as well as technical staff” as a very important while they believe “having ability to communicate with officials” is unimportant criteria to select wrestling national freestyle coach.

• The most prioritized factor in choosing coach is motivational characteristics.

• From the Friedman test of subgroups of motivational characteristics it can be concluded that all subjects consider “having ability to stimulate wrestlers to achieve their maximum ability” as a very important while they believe “having ability to apply methods of mental relaxation to wrestlers after losing in competition” is unimportant criteria to select wrestling national freestyle coach.
• All samples showed a strong similarity in scientific characteristics. They believed that it is a relatively important factor for selecting wrestling national coaches.

• From the Friedman test of subgroups of scientific characteristics it can be concluded that all subjects consider “having high ability in bench coaching” as a very important while they believe “being familiar with professional terms of wrestling in English” is unimportant criteria to select wrestling national freestyle coach.

• Management skills was considered important factor by wrestlers, experts and managers while others believed that it is relatively important dimension in selecting national coaches.

• From the Friedman test of subgroups of management skills it can be concluded that all subjects consider “adopting punitive and encouraging measures to create motivation” as a very important while they believe “having ability to instil discipline” is unimportant criteria to select wrestling national freestyle coach.

• Sport characteristics was put in priority 5 by all subjects’ viewpoint that it means it was considered as a relatively important factor to select wrestling coaches in national team.

• From the Friedman test of subgroups of sport characteristics it can be concluded that all subjects consider “having high level of physical fitness to attend practice sessions and competition” as a very important while they believe “having a background of membership in national team as a wrestler” is an unimportant criterion to select wrestling national freestyle coach.

• Coaching experience was placed in priority 6 with respect to all subjects’ viewpoint that it means it was considered as a less important factor to select wrestling coaches in national team.

• From the Friedman test of subgroups of coaching experience it can be concluded that all subjects consider “having a background of training and introducing successful wrestlers to the national team” as a very important while they believe “having experience as an assistant coach in club, provincial and national team” is unimportant criteria to select wrestling national freestyle coach.
• Individual characteristics has little role in the selection process of wrestling national freestyle coach. It was placed in priority 8 with respect to all subjects’ viewpoint that it means it was considered as an unimportant factor to select wrestling coaches in national team.

• From the Friedman test of subgroups of individual characteristics it can be concluded that all subjects consider “having good fitness” as a very important while they believe “the coach’s age” is unimportant criteria to select wrestling national freestyle coach.

• From the combined analysis, it can be concluded that the all subjects considered respectively the following criteria for selecting wrestling national freestyle coaches: 1) Motivational Characteristics, 2) Personality characteristics, 3) Management skills, 4) Scientific Characteristics, 5) Sport Characteristics, 6) Coaching Experience, 7) Communication Skills, 8) Individual characteristics.

With respect to the findings of this research, the evaluation model of wrestling national coaches was prepared. In this theoretical evaluation model, the distance between vertical line and horizontal line indicates the level of importance and the priority of these criteria in comparison with each other.

**Key words**

Freestyle wrestling coaches, Criteria, Modelling