CHAPTER IV

ANALYSIS, INTERPRETATION AND DISCUSSION
Chapter - IV

ANALYSIS, INTERPRETATION AND DISCUSSION

1.1 Data Collection

1.2 Analysis of Data, Interpretation and Discussion
   (A) Establishment of Universities
   (B) Establishment of Teaching Department
   (C) Staff
   (D) Facilities
   (E) Programme
   (F) Achievements
   (G) Opinions and Suggestions

1.3 Summary and Findings
Chapter IV

ANALYSIS, INTERPRETATION AND DISCUSSION

1.1 Data Collection

As recorded in the Association of Indian Universities Handbook, the total number of universities in India were 130 as on December, 1991. Out of these 180 universities some were technical institutions, some were institutions of social sciences, some were agriculture universities, some were institutions of language and music. Therefore, only 101 universities were selected for this study. The questionnaire was prepared and it was sent to 101 universities for field survey. In the beginning very few universities responded to the questionnaire. Therefore, reminders were sent and researchers directly met the directors of some of the universities for getting the questionnaire filled up. For collecting the data for the study, the A.I.U. Handbook of Universities, U.G.C. recommendations and book of Sports Management in universities were referred. Sixty university directors responded to and sent filled-in questionnaire back to the researcher. This was the procedure adopted for collection of data for the study.
1.2 Analysis of Data

The questionnaire collected was analysed according to each question asked. The questions asked in the questionnaire were arranged in separate tables for main questions and they were interpreted as per field survey. Then discussion was also made on the questions and findings and suggestions have been given after each table. The questionnaire contained the main questions on the following factors:

(A) Establishment of universities
(B) Establishment of teaching department
(C) Staff
(D) Facilities
(E) Programme
(F) Achievements
(G) Opinions and suggestions.

The tables for above questions were prepared and the answers were interpreted in the light of available U.G.C. (University Grants Commission) guidelines, A.I.U. suggestions and suggestions by experts.

(A) Establishment of Universities

The universities were established first in 1857, by British rulers at Calcutta, Bombay and Madras
to educate Indian people for the office work of the rulers. Since then the establishment process of university started. In table 1, the establishment of universities per ten-year span is given.

Table 1

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of universities established</th>
<th>Percentage of establishment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1857 to 1900</td>
<td>3</td>
<td>3%</td>
</tr>
<tr>
<td>1900 to 1910</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>1910 to 1920</td>
<td>7</td>
<td>7%</td>
</tr>
<tr>
<td>1920 to 1930</td>
<td>7</td>
<td>7%</td>
</tr>
<tr>
<td>1930 to 1940</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>1940 to 1950</td>
<td>11</td>
<td>11%</td>
</tr>
<tr>
<td>1950 to 1960</td>
<td>13</td>
<td>13%</td>
</tr>
<tr>
<td>1960 to 1970</td>
<td>27</td>
<td>27%</td>
</tr>
<tr>
<td>1970 to 1980</td>
<td>16</td>
<td>16%</td>
</tr>
<tr>
<td>1980 to 1990</td>
<td>15</td>
<td>15%</td>
</tr>
</tbody>
</table>

1857 to 1990 101 100%

Source: (i) A.I.U. Universities Handbook
         (ii) Field Survey.
The table indicates that 3% universities were established in the year 1857 to 1900. In the decade of 1900 to 1910, 0% universities were established; in 1910 to 1920, 7% of the universities were established; in 1920 to 1930, 7% universities were established; 1930 to 1940, only 2% universities were established which was because of World War II. In 1940-1950, 11% universities were established and it was because India got independence and Indian authorities thought of education and higher education. During 1950 to 1960, 13% universities were established; from 1960 to 1970 maximum number that is 27% universities were established; in the years 1970 to 1980, 16% universities were established and during 1980 to 1990, 13% universities were established.

It is observed from table 1 that, in the year 1857 only three universities were established by British people who were ruler of this country. During 1857, University of Calcutta, Bombay and University of Madras were established. Then from 1857 to 1910 not even a single university was established. During 1910 to 1920, seven universities were established and slowly in each decade some universities were established; for example in 1920
to 1930 seven universities were established and gradually this number was increased. After the independence rate of establishment increased. During 1940 to 1950, eleven new universities were established; during 1950 to 1960, thirteen new universities came into existence. During 1960 to 1970 maximum number that is twenty-seven universities were established. During 1970 to 1980 sixteen universities came into existence and in last decade, that is 1980 to 1990, again fifteen universities were established. Actually in this 101 number, the agricultural universities, technical institutions and medical institutions were not considered; only affiliating universities were considered and their survey was undertaken.

The information collected in the form of questionnaire were tabulated and interpreted.

Findings

From the above table and discussion, it is found that most of the universities were established after independence when the education policies were changed.

(i) In the year 1857 only three universities were established without the department of physical
education. The main aim of these three universities, which were established by British rulers, was to educate Indian people to do the work of their offices. They planned education policy to give education up to only reading, writing and arithmetic, so that the educated people could do the office work only.

(ii) The maximum number of universities were established after 1950; and the department of physical education was established in the university to take care of physical fitness of the students by giving them physical training and preparing teams in various games for inter-university tournaments, and developing the personality of the students and to prepare healthy youth of the nation.

(iii) The teaching departments were established after 1960 onwards to prepare professional personnel to work in the field of physical education.

(B) Establishment of Teaching Department

Twenty-two universities were conducting courses of physical education in the teaching department of physical education. The staffing pattern which was collected from the present survey is
Illustrated in Table no. 2. Also the U.G.C. recommended staffing pattern for teaching department in post-graduate classes was considered, as in some universities B.P.Ed. and D.P.Ed. courses were also run by the teaching department of physical education, to make a comparison of the present staffing pattern and that as suggested by U.G.C. Table no. 2 gives the complete picture of establishment of teaching department and administrative department.

**Table - 2**

YEARS OF ESTABLISHMENT OF UNIVERSITY WITH ADMINISTRATIVE AND TEACHING DEPARTMENT

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Year of Establishment</th>
<th>Administrative Department of Physical Education</th>
<th>Teaching Department of Physical Education</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>No.</td>
<td>%</td>
</tr>
<tr>
<td>1</td>
<td>1857</td>
<td>3</td>
<td>3%</td>
</tr>
<tr>
<td>2</td>
<td>1900-1910</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>3</td>
<td>1910-1920</td>
<td>7</td>
<td>7%</td>
</tr>
<tr>
<td>4</td>
<td>1920-1930</td>
<td>7</td>
<td>7%</td>
</tr>
<tr>
<td>5</td>
<td>1930-1940</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>6</td>
<td>1940-1950</td>
<td>11</td>
<td>11%</td>
</tr>
<tr>
<td>7</td>
<td>1950-1960</td>
<td>27</td>
<td>27%</td>
</tr>
<tr>
<td>8</td>
<td>1960-1970</td>
<td>26</td>
<td>26%</td>
</tr>
<tr>
<td>9</td>
<td>1970-1980</td>
<td>14</td>
<td>14%</td>
</tr>
<tr>
<td>10</td>
<td>1980-1990</td>
<td>14</td>
<td>14%</td>
</tr>
<tr>
<td></td>
<td>1857-1990</td>
<td>101</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: (I) A.I.I. University Handbook. (II) Field Survey
The total number of universities which were considered for this study was 101. Out of those 101 universities all the universities were having Administrative Department of Physical Education. The function of the department was to organise inter-collegiate tournament, interuniversity tournament, to organise coaching camp, to send the teams for interuniversity participation, to take care of physical fitness of the students, to maintain the play-fields, gymnasium and swimming pool of university, and to make available these facilities for the use of students and community to maintain all the records. Twenty-two universities started teaching department in their universities, either with the help of administrative department or separately to conduct courses of physical education.

The starting of the teaching departments of physical education was thought out by the directors when in the meeting of the directors of physical education held in the year 1976, it was thought out that without teaching departments in the universities, directors would not get status of the teachers, readers and professors. The suggestion was made by Dr. Karan Singh and in the workshop organised by A.I.U. in the year 1975 in the month of May at New Delhi Dr. R.L.
in his paper had recommended that where teaching department of physical education and sport exists, the director of physical education and sports with requisite qualifications, should also be head of the department and given the scale of pay as available to professors in the university. In other cases director should be in the grade of Readers. Because of these recommendations the maximum number of teaching department were established during the years 1970 to 1980 and 1980 to 1990.

**Findings:**

From the above discussion it is found that during the British period, in 1857, three universities i.e. Calcutta, Bombay and Madras were established by English rulers to educate people of India to prepare them for handling the office work of the rulers and it was also found that in those days stress was not given on the physical fitness of the students. The department of physical education in the universities was introduced very late. Because in the University of Calcutta and Bombay still there was no separate department of physical education, Assistant Registrar or Deputy Registrar was looking after the physical education and sports activities of the universities.
(i) It was also found that most of the universities were established after independence and these universities created the department of physical education by ordinance or by statute of university to cater the need and interest of the students.

(ii) It was also found that the teaching departments of physical education were also established in 22 universities in India for preparation of the staff for physical education profession. Only 22% universities were contributing in teaching.

(iii) Most of the universities started teaching departments in the two decades of 1970-1980 and 1980-1990. U.C.C. had also recommended the uniform syllabus for post-graduate and under-graduate courses. It was also proposed for preparation of physical education professional personnel. Hundred percent universities should start teaching department in universities which will bring the status to the profession and the personnel working in the department.
(C) Staff: In the Teaching Department

Twenty-two universities were conducting courses of physical education with the help of administrative department or separate teaching department headed by professor or reader as head of the department assisted by four or five lecturers/teachers. The main aim of this department was to conduct post-graduate or graduate courses in physical education for professional preparation of the student for physical education. The staff requirement as per field survey and as per U.G.C. guidelines is given in table no. 3.

Out of 101 universities only 22 universities were having teaching department of physical education where staff position was - eight professors (16.56%), six readers (27.27%) and eight teachers (36.36%) working as per field survey. The University Grants Commission had recommended the staffing pattern for post-graduate department of 30 students to be one professor, one reader and three lecturers. Thus for 100% staff position there should be 21 professors, 22 readers and 66 teachers.

As per field survey the present strength of
Table - 3

STAFF IN TEACHING DEPARTMENT

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Number of universities considered</th>
<th>Professor</th>
<th>Reader</th>
<th>Teacher</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Present</td>
<td>Present</td>
<td>Present</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Recommended age</td>
<td>Recommended age</td>
<td>Recommended age</td>
</tr>
<tr>
<td>1</td>
<td>22</td>
<td>8</td>
<td>22</td>
<td>22</td>
</tr>
<tr>
<td></td>
<td></td>
<td>36.36%</td>
<td>27.27%</td>
<td>36.36%</td>
</tr>
</tbody>
</table>

Unit: Persons

Source: (i) U.G.C. Recommendations
(ii) Field Survey
teaching staff in teaching departments was very poor. Only eight professors as against 22 needed, 6 readers as against 22 needed readers, and 8 teachers as against 66 teachers needed, were doing the teaching work. The usual practice in the universities was to appoint the contributory teachers or visiting lecturers for teaching.

As against the required strength of teaching department the appointed staff number is far below. Therefore following findings can be derived from the above table.

**Findings**

From the field survey and the U.G.C. recommendations for teaching staff in the post-graduate teaching department of universities, it was found that,

(i) The present staff available in the university teaching department of physical education is inadequate.

(ii) U.G.C. had recommended one professor, two readers and four lecturers for post-graduate teaching department.
(iii) U.G.C. also recommended 40 hours of weekly workload for the teachers in which teaching, guiding, research, administrative and self preparation are included.

(iv) To meet the present need of students the department with inadequate strength of staff are appointing contributory or visiting lecturers for completing the courses.

On the staff strength in the department, the opinion of researcher is expressed here. Because of the inadequate staff the teaching and guiding work suffers. The contributory or visiting lecturers do not pay full concentration when they teach as contributory teachers. The students of post-graduate department are not fully prepared for the profession because of inadequate number of staff members. The contributory staff do not contribute anything for research in the universities.

The above statement and the observations of the field survey conclude that if staff is not sufficient to meet the need and interest of the students, goals of the departments would never be achieved. Therefore, it is recommended to employ in
each teaching department of university, one professor, one reader and three lecturers to cater the need and interest of the students.

For the 22 universities where teaching departments are functioning, there needs to be 22 professors, 22 readers and 66 teachers/lecturers; and for 101 universities, for teaching staff strength to be cent percent, there needs to have 101 professors, 101 readers and 303 teachers as proposed, for smooth functioning of the department and preparation of qualified and able professional personnel for physical education.

Staffing Pattern for
Department of Physical Education

(Organisation and administration of physical education)

As per field survey the staffing pattern in the department of universities was found as given in table no. 4 and the ideal as recommended by A.I.U. and U.G.C. staffing pattern is also given in table no. 4.

In the table the position of the administrative staff in the universities and the recommended staff are given.
<table>
<thead>
<tr>
<th>Sr. No. of Universities</th>
<th>Directors</th>
<th>Asstt. Director</th>
<th>Coaches</th>
<th>Sr. Clerk</th>
<th>Jr. Clerk</th>
<th>Peon</th>
<th>Marker</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Sports Officer</td>
<td>Sports Officer</td>
<td>Present UGC AIU</td>
<td>Present UGC AIU</td>
<td>Present UGC AIU</td>
<td>Present UGC AIU</td>
<td>Present UGC AIU</td>
</tr>
<tr>
<td>1</td>
<td>101</td>
<td>101</td>
<td>43</td>
<td>7</td>
<td>101</td>
<td>291</td>
<td>1010</td>
</tr>
<tr>
<td>Percentage</td>
<td>100%</td>
<td>43%</td>
<td>7%</td>
<td>2.91%</td>
<td>50%</td>
<td>50%</td>
<td>75%</td>
</tr>
</tbody>
</table>

Source: (i) A.I.I. Handbook of Sports Management
(ii) Field Survey.
The field survey was made of 101 universities and in the survey the present position of the administrative staff in the universities was taken down. For the recommendation of the U.G.C. and A.I.U., for administrative staff, A.I.U. Sports Management book and U.G.C. Report on the department of physical education were referred and it was found that in 101 universities at present, one director in each university was there; hence there were 101 directors/sports officers working in 101 universities whereas A.I.U. and U.G.C. had also recommended that one director/sports officer be appointed in each university for smooth functioning of the department of physical education. It was also found that assistant directors working in the universities were for Men 43 and for Women only 7, which was inadequate to cater the need and smooth working of the department. As recommended by A.I.U. and U.G.C. there should be one assistant director for men and one for women for smooth functioning of the department. Against 101 men assistant directors recommended, only 47 assistant directors were working and against 101 women assistant directors, only seven had been appointed. This shows that directors are overburdened in the remaining
universities, where they have to do the work of assistant directors for men and women both, or they allot this duty to superintendent or senior clerks working in the department. The position of coaches shown in the table indicates that 291 coaches were working in 101 universities as against the recommended strength of 10 coaches per university, that is 1010 coaches in 101 universities. Therefore the universities where no coaches were working could not achieve any position in interzonal tournaments of A.I.U. The university must have at least 10 coaches for 10 games. SNIPS and SAI had given some coaches to universities under their field station scheme. That scheme was also abolished and universities were requested to appoint their own coaches. At least five coaches with the knowledge of two or three games would be serving the purpose of universities. Senior clerk or the superintendent in the department appointed, as per field survey, were 105, as against the A.I.U. and U.G.C. recommended scheme of administrative staff as 202 - two superintendents for each university out of which one should have knowledge of accounts, who would be helpful in handling accounts and budget of the department. The number of junior clerks and typists
appointed in the department as per field survey was 228 only, whereas recommendations of A.I.U. and U.G.C. suggested that four junior clerks and typists would be able to handle the work of the department smoothly at present. Thus 228 junior clerks and typists are working as against 404 persons which affect the functioning of the department of physical education.

About the peon required in the department as recommended by A.I.U. and U.G.C. there should be two peons in each university department; one is supposed to do the work within the department and the other to do the despatch work. As against this recommended 202 peons for 101 universities, only 150 peons were working as per field survey, which was not adequate number.

The groundsmen/markers recommended by A.I.U. and U.G.C. were at least five groundsmen to take care of the grounds of the university. As per field survey only 266 ground staff were working in 101 universities. This was inadequate to cater the needs and interest of the students. Even in some universities, only one groundsmen was supposed to look after all the grounds of the university, which is beyond the capacity of one man. Hence the students did not get good grounds for practice of games.
Findings

From the above discussion following findings could be evolved.

(i) In every university the department of physical education should be headed by director of physical education or sports officer. 100% universities are having director or sports officers.

(ii) To assist the director of physical education or sports officer, there should be assistant directors, one for men section and one for women section; a lady preferable. 43% universities are having assistant director for men, and only 7% universities appointed assistant director for women.

(iii) For every game there should be one coach in the university; the recommended number of coaches is 10 coaches for coaching university team in various games. As per SNIPE's field station scheme, five coaches on government deputation were getting to universities for preparing their teams. At present there should be 10 coaches per university, for games in the university. 71% less coaches than the required number of 10 coaches per university were appointed.
(iv) In the administrative staff, two superintendents or senior clerks should be appointed, one looking after the work of organisation and administration of tournaments and another looking after the accounts. Only 50% universities appointed two superintendents in their department.

(v) There should be four junior clerks, 3 clerks and one typist-cum-multigrapher for routine office work. Only 50% of the required strength of junior clerks were appointed in the universities.

(vi) Two peons should be appointed - one should be working for office and other should be for despatching the local letters or deliver the local letters to local colleges and other concerned persons. 25% less peons were appointed in the universities.

(vii) To maintain the grounds and play-field of the university and at the time of tournaments to take care of play-fields, marking, watering, rolling, etc. five groundsmen one of whom should be ground supervisor cum store in-charge, be appointed in the university. Less than 50% groundsmen were appointed.
The U.G.C. recommended staff for university department of physical education is as follows:

(1) One Director of Physical Education in the scale of professor.
(2) One Deputy Director of Physical Education in the scale of reader.
(3) One or more Assistant Director(s) of Physical Education in the scale of lecturer.

Administrative and Class IV staff:

(a) One office superintendent or Head Clerk.
(b) One accountant.
(c) One stenographer.
(d) One clerk-cum-typist.
(e) One Library Assistant.

Since this department has to cater to various activities on the field, a minimum of five groundsman, one store-keeper, three peons, two watchmen and two sweepers are essential.¹

(D) **Facilities**

The facilities in the department of physical education were studied under two sub-heads:

(i) **Physical facilities**

(ii) **Playground facilities**.

(i) **Physical Facilities** :- These facilities are concerned with the building facilities for office and office staff i.e. room for director, rooms for assistant directors, coaches, room for office, etc.

(ii) **Playground Facilities** :- These facilities are available numbers of playgrounds, gymnasium and swimming pool, stadium, etc. in the university.

(i) **Physical Facilities**

Table no. 5 shows the physical facilities as were available in 101 universities, as per field survey, and also the recommended physical facilities as per U.G.C. and A.I.U. are mentioned.

From the table it may be seen that all the universities were having separate room for director. In other words, 100% university have provided separate room for the directors.
Table - 5

PHYSICAL FACILITIES

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>No. of universities</th>
<th>Room for Director</th>
<th>Room for Assistant Director(s)</th>
<th>Office</th>
<th>Coaches Room</th>
<th>Store Room</th>
<th>Total No. of Rooms</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>101</td>
<td>101</td>
<td>43</td>
<td>101</td>
<td>50</td>
<td>79</td>
<td>155 606</td>
</tr>
</tbody>
</table>

| Percentage | 100% | 43% | 100% | 50% | 79% | 75% |

(ii) Field Survey.
About the rooms for assistant directors in the universities, it was observed that 43 assistant directors (men) and seven women assistant directors were appointed in the 101 universities, for whom only 43 rooms were provided. That is, only 43% of universities had provided separate room for assistant directors. Other 57% assistant directors, if appointed, would need 57% of rooms or they would have to sit with coaches or in a office hall with other office staff. 100% universities at present are having office for physical education where office staff like superintendent, senior clerk, junior clerk and other office staff do their routine work. For coaches only 50% of the universities were having separate room where coaches can sit and work, which was 50% less than the recommended number. Therefore these coaches were supposed to sit in office.

Store room is also needed in the department of physical education to store the games and sports equipment. It was observed in the field survey that only 79 universities were having small rooms used as store-room. It was also observed that in many universities this room was used as office room for coaches. Only 79% universities were having separate store-room.
The other remaining 21% were using gymnasium halls or multipurpose halls, or superintendent's office as store-room for keeping equipments.

**Findings**

In the case of physical facilities, as per field survey in 101 universities only 155 rooms were available for department of physical education, which was inadequate number as per recommendation of U.G.C. and A.I.U. For department of physical education the following physical facilities were recommended. One office for director, one for assistant director(s), one big size room or hall for establishing office of physical education department where superintendent and other staff could perform the daily office routine work. A separate big size room to accommodate five or six coaches was also recommended, as well as a well planned store room. Thus the total number of rooms and halls recommended by U.G.C. and A.I.U. are 606 for 101 universities, whereas at present only 155 rooms were available for 101 universities, which shows that 451 rooms are still needed for department of physical education in the universities. The facilities available are inadequate and therefore the department of physical education could not function efficiently and effectively.
(b) Play fields facilities include all types of
of play fields for games, for conduct of tournaments
of the games and for recreation of the students of
the university. Every student of the university is
expected to participate in physical fitness activities. This
need of the students can be fulfilled by providing
the playing fields facilities to the students of the
university, which the students can use in their
leisure. The playing fields facilities should be
properly planned and constructed. Table no. 6
indicates the details of the play fields available in
the universities and the recommended number of playing
fields, by Dr. R.L. Anand, which was accepted by A.I.U.
and U.C.C.

In the said table about the playing fields
it is observed that 101 universities were considered
for observation of the play field facilities, in the
field survey, and these facilities were compared with
the A.I.U. and U.C.C. recommended norms of facilities.

Gymnasium :- For gymnasium, both the type of gymnasiums,
the standard size as approved by U.C.C. and A.I.U. i.e.
36x24x12.5 meters and 30x18x12.5 meters were combined
together and considered. From the field survey the
### Table - 6

**PLAY-FIELDS IN THE UNIVERSITIES**

Unit: Play-fields

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>No. of Uni.</th>
<th>Gym.*</th>
<th>FB</th>
<th>Hoc</th>
<th>Cri</th>
<th>53</th>
<th>VB</th>
<th>Bad</th>
<th>Hb</th>
<th>Kab</th>
<th>Kho</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>P.R.</td>
<td>P.R.</td>
<td>P.R.</td>
<td>P.R.</td>
<td>P.R.</td>
<td>P.R.</td>
<td>P.R.</td>
<td>P.R.</td>
<td>P.R.</td>
<td>P.R.</td>
</tr>
<tr>
<td>1</td>
<td>101</td>
<td>65</td>
<td>101</td>
<td>65</td>
<td>202</td>
<td>63</td>
<td>202</td>
<td>64</td>
<td>202</td>
<td>126</td>
<td>404</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Percent-</td>
<td>age</td>
<td>65%</td>
<td>34%</td>
<td>32%</td>
<td>30%</td>
<td>34%</td>
<td>31%</td>
<td>30%</td>
<td>26%</td>
<td>50%</td>
<td>50%</td>
</tr>
</tbody>
</table>

Swim*** Track

<table>
<thead>
<tr>
<th>Area in</th>
<th>pool 400 mt.</th>
<th>Acres</th>
</tr>
</thead>
<tbody>
<tr>
<td>F. R.</td>
<td>F. R.</td>
<td>F. R.</td>
</tr>
<tr>
<td>16</td>
<td>101</td>
<td>63</td>
</tr>
<tr>
<td>101</td>
<td>101</td>
<td>10</td>
</tr>
<tr>
<td>Ac/ Ac/</td>
<td>uni. uni.</td>
<td></td>
</tr>
<tr>
<td>16%</td>
<td>63%</td>
<td>10%</td>
</tr>
</tbody>
</table>

**Source:** (i) A.I.U.; R.L. Anand Recommendations  
(ii) Field Survey.

*Gym.* - Gymnasium  
Size: 30x24x12.5 metres - 27 universities  
Size: 25x20x7.5 metres - 38 universities

**Swimming pool**  
Size: 50x21x1.8 - 5 Universities  
Size: 25x20x2 - 11 Universities

P. - Present position.  
R. - Recommended  
FB - Football; Hoc - Hockey; Cri - Cricket;  
Bb - Basketball; VB - Volleyball; HB - Handball  
Kab - Kabaddi; Kho - Kho-Kho,  
Swim pool - Swimming pool  
uni.- Universite
the total number of gymnasium available in the universities were 65 as against 101 gymnasiums for 101 universities, meaning thereby that only 65% universities had provided gymnasium for the use of their students and remaining 35% universities were not having gymnasium.

Play Fields

The following table indicates the actual play fields, gymnasium, swimming pools and area of land available in the universities which were studied. The table also indicates the percentage of facilities available against the recommended norm and the percentage by which the available number is less than the recommended.

Table - 7

STATISTICS OF PLAY FIELDS AVAILABLE

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Name of Play field</th>
<th>Facilities available</th>
<th>Recommended (Actual need)</th>
<th>Percentage</th>
<th>Percentage less than recommended</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Gymnasium</td>
<td>65</td>
<td>101</td>
<td>65%</td>
<td>35%</td>
</tr>
<tr>
<td></td>
<td>Std. 30x24x12.5 m 27</td>
<td>25x20x7.5 m 38</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Football</td>
<td>65</td>
<td>202</td>
<td>34%</td>
<td>66%</td>
</tr>
<tr>
<td>3.</td>
<td>Hockey</td>
<td>63</td>
<td>202</td>
<td>32%</td>
<td>68%</td>
</tr>
<tr>
<td>4.</td>
<td>Cricket</td>
<td>61</td>
<td>202</td>
<td>30%</td>
<td>70%</td>
</tr>
<tr>
<td>Activity</td>
<td>64</td>
<td>202</td>
<td>34%</td>
<td>66%</td>
<td></td>
</tr>
<tr>
<td>-------------------</td>
<td>----</td>
<td>-----</td>
<td>-----</td>
<td>-----</td>
<td></td>
</tr>
<tr>
<td>Basketball</td>
<td>126</td>
<td>404</td>
<td>31%</td>
<td>69%</td>
<td></td>
</tr>
<tr>
<td>Volleyball</td>
<td>120</td>
<td>404</td>
<td>30%</td>
<td>70%</td>
<td></td>
</tr>
<tr>
<td>Badminton</td>
<td>114</td>
<td>404</td>
<td>28%</td>
<td>72%</td>
<td></td>
</tr>
<tr>
<td>Handball</td>
<td>202</td>
<td>404</td>
<td>50%</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>Kho-Kho</td>
<td>202</td>
<td>404</td>
<td>50%</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>Swimming pool</td>
<td>16</td>
<td>5</td>
<td>5%</td>
<td>95%</td>
<td></td>
</tr>
<tr>
<td>size: 50x21x1.8 m</td>
<td></td>
<td>101</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25x20x2 m</td>
<td></td>
<td>11</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12. 400 m Track</td>
<td>63</td>
<td>101</td>
<td>63%</td>
<td>37%</td>
<td></td>
</tr>
<tr>
<td>13. Total area of</td>
<td>10 Acres/</td>
<td>25 Acres/</td>
<td>60%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Land</td>
<td>uni.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Source:** (i) U.G.C. & A.I.U. Recommendations  
(ii) Field Survey.

**Findings**

From the above table of field survey of play field facilities and recommended facilities the following findings were found out:

(i) At present the universities are not having sufficient number of gymnasium as per recommendation.

(ii) The playing fields of different games in the universities are also not sufficient as against the recommendations.
(iii) Swimming pools available in 101 universities were only 16 out of which the standard pools of 50x21x1.8 metres dimensions were only with 5 universities, and others (11) are having 25x20x2 metres size swimming pools, which shows that only 5% universities provide standard facilities and remaining 11% are having substandard facility of swimming pool. There was actual need of 101 swimming pools for the equal number of universities as per recommendation. This shows that inadequate facilities for swimming pool could not cater the need and interest of the students. Moreover, standard in swimming could not be achieved.

(iv) The 400 metres Running track were found with 63 universities which are having clay or grassy running tracks available; the remaining 38 universities are not having their own tracks for the students.

(v) The total area of land per university, available at present, is 10 acres as against U.G.C. recommendation of 25 acres of land per university.

It is found from the above statements that in Indian universities the playing field facilities
are most inadequate. Therefore the demand for expanded physical facilities for physical education activities in universities requires immediate attention. The facilities needed for the university depends upon the size of the university. The minimum facilities required for the universities are, at least, one play field for big area games like football, hockey, cricket and two play fields for small area games like basketball, volleyball, Kabaddi, Kho-kho, Handball, Badminton, Table Tennis, etc. Also it is recommended that a swimming pool of 50 metres and gymnasium of 36x24x12.5 metres size are a must for every university to fulfill the need and interest of the students and conduct of tournaments for college and university students. Most of the universities are having outdoor facilities which could be utilized during fair weather conditions. In view of the financial limitations in creating such facilities, long range planning for piecemeal construction is necessary. The University Grants Commission now offers to all universities grants for construction of infrastructure for indoor as well as outdoor facilities in the universities. In VIIIth five-year plan the financial assistance available from U.G.C. is given in the following table. Only some amount have to be spent by the universities from their
own funds to construct these facilities. In the following table the U.G.C. financial assistance is shown and the total cost for construction of such facilities has also been shown. The ratio is 75:25 between U.G.C. and universities.

**Table - 8**

**FINANCIAL ASSISTANCE BY U.G.C. FOR DEVELOPMENT OF INFRASTRUCTURE IN UNIVERSITIES/COLLEGES**

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Type of Project</th>
<th>Estimated Cost</th>
<th>Ceiling Limit Assistance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Play Fields</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(a) Standard size, composite Football/Cricket without pitch and Running Track.</td>
<td>1.65</td>
<td>1.24</td>
</tr>
<tr>
<td></td>
<td>(c) Standard size-composite Football/cricket field with 6 lanes grass running track (without pitch)</td>
<td>3.40</td>
<td>2.55</td>
</tr>
<tr>
<td></td>
<td>(c) Standard size football/ cricket field (without pitch) with 8 lanes running track-grass.</td>
<td>4.00</td>
<td>3.00</td>
</tr>
<tr>
<td></td>
<td>(d) Standard size Hockey field</td>
<td>1.20</td>
<td>0.90</td>
</tr>
</tbody>
</table>
1. (a) Standard size concrete
Basketball court with post and uprights and boards 1.20 0.90

(f) Standard size concrete
Tennis court 1.25 0.93

(g) Standard size Bajri/murum
Tennis court 0.60 0.45

(h) Development of cricket pitch 0.30 0.22

2. Construction of Indoor
Stadium/Facilities

(a) Category I size not less than 36x24x12.5 metres with double plyer teak wood, wooden flooring. 70.00 52.50

(b) Category II size not less than 30x18x12.5 metres with double plyer teak wood wooden flooring. 50.00 37.50

(c) Category III Size not less than 20x12x7 metres with double plyer teak wood wooden flooring 46.00 30.00

3. Outdoor Stadium/Facilities

(a) Category I
Field size not less than 175x 100 metres 8 lane grass Track 24.00 18.00
<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(b) <strong>Category II</strong></td>
<td></td>
<td>12.00</td>
<td>9.00</td>
</tr>
<tr>
<td>Field size not less than</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>105x70 metres</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4. **Swimming Pool**

(a) **Category I**

- 8 lane swimming pool
- 50x21x1.8 metres complete
- with filtration plant

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>5.00</td>
<td>63.75</td>
</tr>
</tbody>
</table>

(b) **Category II**

- 8 lane swimming pool
- 25x21x1.8 metres complete
- with filtration plant

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>40.00</td>
<td>30.00</td>
</tr>
</tbody>
</table>

5. **Sports Hostel**

(a) Independent 80 beds to be suitably divided into girls wing also with at least 30 beds for girls.

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>40.00</td>
<td>30.00</td>
</tr>
</tbody>
</table>

(b) In case of 80 beds sports hostel below the seating tyres of a stadium with at least 10' height at all places.

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>73.50</td>
<td></td>
</tr>
</tbody>
</table>

6. **Purchase of Non-consumable Sports Equipment**

The Central Government's assistance will be limited to Rs. 3.00 lakhs per applicant without any matching share from the institutions. The forms of application be sent to U.G.C. The list of sports equipment is also supplied to each of the institution.

**Source:** This letter is circulated to all the universities by U.G.C. with a letter of Department of Youth Affairs and Sports, Ministry of Human Resource Development, 1991.
The above assistance is available for infrastructure development of sports facilities in the universities. Previously the matching share was 50%, but now it has been reduced to ratio of 75:25; 75% from U.G.C. and 25% from the universities. The universities and department of physical education find it difficult even to collect 25% share and hence universities are not even applying for these grants. If universities are ready to share 25%, then more facilities in the universities can be developed.

Dr. R.L. Anand recommended the following facilities for colleges and universities for catering the need and interest of the university students.

For colleges:

Cricket field (desirable), hockey field, football field, basketball court, volleyball court, Tennis court, Kabaddi, Kho-kho grounds, squash court, running track 400 metres, swimming pool at least of 25 metres length, gymnasium.

For universities: He recommended following fields and other facilities. Two cricket fields preferably turf wickets, two hockey fields, two football fields, two cement concrete Basketball courts, four volleyball courts, six law tennis courts, two squash courts, one
400 metres cinder track, Gymnasium 36x24x12.5 metres size for multipurpose activities, aimming pool 30 metres x 21 m x1.8 m.

As per these recommendations and the U.G.C. financial assistance the universities are trying to build the infrastructure for physical education department and trying to develop the existing facilities to improve the standard of the students in various games. If facilities are available in the university the programme of physical education department can be implemented most effectively and efficiently.

The programme of physical education in the universities are categorised in following heads:
(i) Inter-collegiate programme, (ii) Inter-university programme, (iii) selection of university teams, (iv) coaching camps for the teams, (v) physical fitness programme for the university students.

Programme

The interpretation regarding the programme of physical education and its implementation is given in table no. 9.
Table - 9

PROGRAMME OF PHYSICAL EDUCATION DEPARTMENT IN UNIVERSITIES

Unit: Programme

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>No. of Universities</th>
<th>Conduct of Inter-collegiate Tournaments</th>
<th>Conduct of Inter-University Tournaments</th>
<th>Conduct of Selection Trials</th>
<th>Coaching Camp</th>
<th>Participation in Inter-University Tournaments</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Present</td>
<td>Recommended</td>
<td>Present</td>
<td>Recommended</td>
<td>Present</td>
</tr>
<tr>
<td>1</td>
<td>101</td>
<td>101</td>
<td></td>
<td>82</td>
<td>101</td>
<td>101</td>
</tr>
</tbody>
</table>

Percentage

- 100%
- 82%
- 100%
- 100%
- 100%

Source: Field Survey
In almost all the universities there are Boards of physical education and sports or Board of Sports. The programme of the department of physical education is supposed to be controlled by this Board. The Board is supposed to be formed by Executive Council or Syndicate of the university. The functions of the Board are:

(a) to organise, control, and supervise physical education and recreation of the students of the university;

(b) to conduct university sports tournaments, and to undertake and conduct inter-university tournaments whenever the university is called upon to do so by the inter-university sports board or A.I.U. and other tournaments, if any, when necessary;

(c) to prepare the budget for the department of physical education;

(d) to frame rules for the conduct of university and inter-university and other tournaments within the jurisdiction of the university;

(e) to decide whether the university should participate in various inter-university tournaments and budget for anticipated expenses.
(r) To appoint various committees for the conduct of university tournaments and to select university teams for the inter-university and other tournaments;

(g) To organise courses of training for physical education teachers in physical education and recreation.

(h) To prescribe tests of physical efficiency of students and to award certificates;

(i) to advise principals of colleges and hostel authorities in matters relating to the health of their students; and

(g) generally to take such steps as may be considered necessary from time to time for promotion of physical well being of students.

These are the functions of the Board. The Board of Physical Education and Sports concentrate more on organisation of university and inter-university tournaments, selecting the teams, sending teams for inter-university and other tournaments and conducting coaching camps. The physical well being of the students allotted to colleges affiliated to the university.
Table no. 9 gives a complete picture of the programme conducted in various universities. In all 100 universities, i.e. 100% universities conduct university tournaments called as inter-collegiate tournaments; 82% are conducting inter-university tournaments, whereas selection of university teams, conducting coaching camps and inter-university participation of teams are observed in 100% of the universities. Only in conducting tournaments, some universities are not having facilities for conducting inter-university tournaments, and therefore some universities have to conduct two or three inter-university tournaments and some events and games could not get a venue for conduct in that particular year and these games were recorded as unplayed in A.I.U. records. This is all because of lack of facilities and insufficient finance for conduct of tournaments.

Findings

From the above discussion following findings were drawn:

(i) All the universities are conducting inter-collegiate tournaments throughout India.
(ii) They conduct interuniversity tournaments too, but not 100%. Only 82% of the universities conduct one/two/three tournaments every year. 16% did not because of lack of facilities of field, equipment and accommodation of the teams; and most important is finance. Because of these reasons some games every year are not organised and they were recorded as unplayed games in A.I.U. records.

(iii) All the universities conduct selection of university team and participate in interuniversity tournaments. 100% universities do this function and 100% conduct coaching camps.

(iv) The universities had assigned duty of looking after the physical fitness of students to various colleges and they call for only records of physical fitness of the students from their affiliated colleges.

Above are the findings about the programmes of the department of physical education. These programmes are mostly based on achievement goals of university physical education departments. Achievements of the department of physical education is judged only
by recording and analysing the university teams that won the inter-university tournaments in various games. Previously, before 1956-57, there was no fixed criteria to judge this achievement. From 1956-57, Maulana Abul Kalam Azad Trophy was introduced, by Association of Indian Universities to judge the excellence in sports and games of the university. (MAKA Trophy - Appendix V).

**Achievements**

In the year 1929-30 sports competitions amongst the Indian universities in India were introduced on a modest scale, by Association of Indian Universities then known as Indian-University Sports Board. To begin with, the games selected were cricket, football, hockey and tennis. The objective of introducing such a sports programme at inter-university level was primarily to cultivate qualities essential to development of balanced human personality. Till 1940-41, inter-university sports competitions had not been established on a permanent footing as a regular programme. These competitions were occasionally organised in selected major games.

A significant development, however, took
place in 1941, when a small committee constituted by inter-university sports Board met in Lucknow on 24th March 1941, as a first meeting of Inter-University Sports Board. Since then there has been tremendous growth in the spectrum of sports programme, being organised amongst Indian universities. The annual feature of inter-university sports activity now covers inter-university tournaments in all the games and nearly 90 to 95 centres (men and women section) organise these tournaments. A.I.U. is projecting combined-university teams to participate in various national and international competitions.

Therefore, the main aim of the department of physical education to send teams for all inter-university tournaments and to win maximum All India Inter-University titles. The supremacy in sports and games of the universities now judged by Maulana Abul Kalam Azad trophy, which is awarded to the university for winning maximum titles in All India Inter-University tournaments. It was introduced in the year 1956-57 and since then every year it is awarded to the university deserving, with a cash award of Rs.50,000.00 for purchase of equipment through SAI. The table no.10 shows the winners of this trophy from the year 1956-57 to 1939-90. Yearwise details are given in Appendix VI.
### Table - 10

**WINNERS OF MAKA TROPHY**

<table>
<thead>
<tr>
<th>Years</th>
<th>No.</th>
<th>Name of University</th>
<th>Number of Times Trophy Won</th>
</tr>
</thead>
<tbody>
<tr>
<td>1956-57</td>
<td>1</td>
<td>University of Bombay</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>Kurukshetra University</td>
<td>9</td>
</tr>
<tr>
<td>1989-90</td>
<td>3</td>
<td>Punjab University</td>
<td>9</td>
</tr>
<tr>
<td>1989-90</td>
<td>4</td>
<td>Guru Nanak Dev University</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>University of Delhi</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>34</td>
<td>5 Universities</td>
<td>34</td>
</tr>
</tbody>
</table>

For the year 1990-91, Kerala University won the trophy for the first time.

**Source:**
(i) Arjun Award Journal:1991
(ii) A.I.U. Reports.

Table - 10 shows that within 34 years from the establishment of the MAKA Trophy (Maulana Abul Kalam Azad Trophy) in the year 1956-57, only five universities have shown their all round performance in games and sports, and all four universities in the north have won the trophy, more than once, with the exception of Bombay which won the trophy in the beginning when trophy
was installed. In the year 1990-91, Kerala University won the trophy. Punjab University and Guru Nanak Dev University won the trophy nine times and Delhi proved themselves most superior by winning the trophy twelve times. This table compelled to see the functioning of the department of physical education, facilities available, staff available, programme and other implications of departments by which these universities proved to be the best out of 101 universities. Here the chronological sequence for winning the trophy is given for better understanding.

The MAKA Trophy was installed in the year 1956-57. University of Bombay won this trophy in the year 1956-57. In the year 1957-58 and 1958-59, Punjab University, Chandigarh won the trophy for two consecutive years. In the year 1959-60 again University of Bombay won the trophy. During the years 1960-61 and 1961-62 Punjab University, Chandigarh won the trophy for two years. Then in the years 1962-63, 1963-64 and 1964-65, University of Delhi emerged as winner of this trophy for three years in a row. Once again Punjab University, Chandigarh in the year 1965-66 won MAKA Trophy. Then in the year 1966-67 Kurukshetra University proved themselves superior and won the trophy for one time. Meanwhile Punjab University, Chandigarh
prepared themselves for winning the trophy, continuously for four years from 1967-68 to 1970-71. Again Delhi won the trophy continuously for five years from 1971-72 to 1975-76, and proved themselves the most superior university in sports. Meanwhile the University in Punjab was preparing for the trophy and a very powerful University of Amritsar, Guru Nanak Dev University in the year 1976-77 won the trophy. During the year 1977-'9 Delhi University won the trophy. Then again Guru Nanak Dev University prepared their teams and won the trophy continuously from 1978-79 till 1984-85, for seven years. In between Bombay University prepared its teams and won the trophy for 1980-81. In 1986-87 Gurunanak Dev University won the trophy. From 1987-88 to 1989-90, continuously, Delhi University won this trophy and last year, Kerala University won the trophy for the year 1990-91. Actually, from the year of introducing this trophy, the teams of Punjab and Delhi proved to be the best universities. They produced number of players of international standards.

**Findings**

From above interpretation and discussion of the achievement, the following findings were derived:
(i) NAKA Trophy generally was won by the universities of North.

(ii) Only three times the University of Bombay won the trophy, because at Bombay also number of good facilities are available for players though the Bombay University do not have their own facilities; the facilities of the city were utilized by the players and lot of feeding of players were there from clubs and associations.

(iii) University of Kerala won this trophy for the year 1990-91. This shows that the universities from South are also now trying to achieve excellence in games and sports.

It may be concluded from these achievements that for producing the best university teams, the department of physical education must have good staff, sufficient number of coaches, most standard, modern sufficient facilities and a well planned programme of physical education. If the teaching department is functioning in the university, the administration department can utilize the scientific knowledge of the staff of the teaching department, for training of the teams of the universities, so that they can prove to be the best.
In the questionnaire opinions and suggestions were asked from the directors of physical education, the experts of physical education, to suggest the most suitable set-up of the department of physical education and teaching department of physical education. Hereafter suggested set-up of the department as per experts and directors are given.

(G) Opinions and Suggestions

Opinions and suggestions were also called from the directors of physical education of 101 selected universities, about the structure and set-up of department of physical education in the universities. But it was observed while analysing the suggestions and opinions of the directors, that at present they do not seem to be in a position to judge whether they are in teaching wing or non-teaching wing of the universities. The twenty-two university directors where physical education teaching departments are functioning, and others of the department of physical education of these universities, treat themselves as teaching staff and their suggestions and opinions are slightly different than those directors who are working as Administrator in the department. Following table was prepared where the opinions of the directors are tabulated and percentage of opinion is calculated.
Table - 11

SUGGESTED STAFF PATTERN BY DIRECTORS

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>No. of Universities</th>
<th>Professor/Director</th>
<th>Deputy Director/Reader</th>
<th>Asstt. Director/Lecturer</th>
<th>Coaches</th>
<th>Office Staff</th>
<th>Ground Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>101</td>
<td>101</td>
<td>62</td>
<td>39</td>
<td>101</td>
<td>101</td>
<td>101</td>
</tr>
</tbody>
</table>

Recommended

| Percentage | 100% | 52% | 39% | 100% | 101% | 101% | 101% |

Source: Field Survey
The above table indicate that directors of all universities want to have a professor rank with two deputy directors under them to look after the men and women sections separately in the grade of readers; if there is teaching these readers were also supposed to do teaching and administrative work. Here 62% directors suggested Men deputy directors and 39% women deputy directors; actually 100% deputy directors are required for men and 100% deputy directors are required for women, because all the universities in India are enrolling women students also. About the assistant director or teachers, the suggested number of teachers are three assistant directors or teachers in the department. These assistant directors are supposed to do the work of teaching, assist the department in conducting inter-collegiate tournaments, inter-university tournaments, and other office duty and also teach the students' courses of physical education. Under these assistant directors the coaches are supposed to work and 100% directors recommended this. Coaches are supposed to help the directors in selecting university teams and conducting inter-collegiate and inter-university tournaments. Almost all the directors suggested
office staff for administrative work. In the office there should be superintendents, senior clerk, junior clerks, typist and peons and they will be functioning under the Director or physical education and other staff of the department. In the opinions of the directors of physical education there should be grounds men and other persons like caretaker of gymnasium, life savers and other staff for swimming pools wherever these facilities are available and they will be directly working under coaches.

From the opinion and suggestion of the 101 directors of physical education functioning in the Indian universities, the following set-up of the department of physical education can be suggested which is shown in figure -8.

In the year 1979, from May 21 to May 26, a course of the Management of Sports was organized at New Delhi by Association of Indian Universities, where Shri S. Subramanian*, Director of Physical Education of Mairas University, suggested a Model structure of the department of physical education. This was to achieve the goals of the department and for successful functioning of the university Sports Board, which is shown in figure-9.

* S. Subramanian, A paper presented in the proceedings of "Sport: Management Course" organised by A.I U. (May 21-26, 1979), New Delhi.
Figure - 8: ADMINISTRATIVE SET-UP OF DEPARTMENT OF PHYSICAL EDUCATION
University Sports Board

Asstt. Director
Physical Education
(Facilities and Equipment)

Marker

Ground staff

Store-keeper

Asstt. Director
Physical Education
(Inter-collegiate Tournaments)

Office Superintendent
and
Chief Accountant

Office Staff

The Total Intramural and Extramural Programme

Asstt. Director
Physical Education
(Inter-university Tournaments)

Faculty Committee

Students Committee

Coaches

Audio-Vision

Figure 9: Operational Organisation
Here are more figures as recommended by experts of physical education. These charts are requested by (1) Dr. A.N. Moorthy, Head of Teaching Department, Alappu University, Karaikudi, (2) Dr. K.K. Verma of Kurukshetra University, (3) Dr. M.S. Sandhu of Gurunanak Dev University, Amritsar. Their suggested set-ups coincide with the set-ups suggested by most of the directors.

Dr. A.N. Moorthy had suggested the set-up shown in figure-10.

In this figure, Dr. Moorthy suggested that Professor/Director is on top; under him he suggested three Readers or Deputy Directors in reader's scale. One reader will be in-charge of research, one will be in-charge of teaching and one will be the in-charge for conduct of tournaments and other administrative functions. Under the Reader-extension, assistant directors -- men and women -- and coaches will work; under coaches ground staff will be working. Office staff for administrative function will be under the Director of Physical Education of Head/Professor.
Figure - 10: DEPARTMENTAL SET-UP FOR PHYSICAL EDUCATION DEPARTMENT
Dr. K.K. Verma, Head of the Department of Physical Education, Kurukshetra University, also recommended a set-up for the department of physical education which is shown in figure-11.

He advocated the Dean of the Faculty of Physical Education or Professor of Physical Education. Under the Dean, the Chairman of the department of physical education is recommended; actually chairman can be a director or professor of physical education. Under him Readers, men and women (two separate) or they can be called deputy director for men and deputy director for women, and a third one will be deputy director, physical education. The Readers will be looking after teaching and research in the teaching department. The deputy director will be looking after organisation of collegiate, inter-collegiate, inter-university tournaments, sending teams for inter-university and other tournaments, conducting coaching camps, controlling the coaches; he will carry out these duties with the help of two assistant directors, one for men and one for women. The office staff will be directly under the control of the Director Physical Education. The office will be under the supervision of the superintendent with two wings - one accounts and other office routine functioning.
Figure - 11: DEPARTMENTAL SET-UP FOR PHYSICAL EDUCATION DEPARTMENT
The set-up suggested by Dr. K.K. Verma has one drawback to accept this, that is, Dean is shown as Head of the Department, whereas in some of the universities, deans are elected from affiliated colleges; therefore they cannot function or cannot take the responsibility of Head. Therefore this system of organisation is acceptable only when it starts from the Director of Physical Education as head of the department and treated as professor. Then this set-up is best set-up to accept.

Third set-up was recommended by Dr. M.S. Sandhu, the Head of the Department of Physical Education and the Director of Gurunanak Dev University. He recommended the set-up which is shown in figure-12.

Dr. S.S. Sandhu recommended the staff and set-up as shown in the said figure for the department of physical education to achieve the objectives of physical education department. He recommended that if both the teaching and administrative departments are functioning under one head as it is the set-up in some universities and at Gurunanak Dev University, the department would be functioning most efficiently and effectively.
Figure: 12: Pattern of Department of Physical Education at Guru Nanak Dev University, Amritsar

- Head of the Teaching Department
  - Professor
  - Director of Physical Education
  - Assistant Director
    - Women
    - Men
  - Assistant Director, SAI Coaches
  - Coaches
  - Ground: Gymnastics and Swimming Pool

- Superintendent
  - Sr. Clerk, Administration
  - Jr. Clerks, Typists

- Reader
  - Teaching Dept.
  - Lecturers
  - Coaches
  - Peons
These are the most common type of set-ups of organisations of the department of physical education in Indian Universities. These are line and staff charts.

A person in a line has a direct responsibility and authority for a specific objective or objectives of an organisation. For example, an assistant director of physical education would be in a line position with direct responsibility for duties assigned by the director. In turn, the assistant would report directly to the director. A person in a staff position has an indirect relationship to a specific objective or objectives of an organisation. Staff personnel often have advisory positions or are persons who are not responsible for carrying out the central mission of the organisation. Staff personnel do not have authority over line personnel. Line positions are related to and derive authority from the chief administrator. Staff positions are usually indicated by broken lines and line positions by solid lines.

Line personnel are depicted in a vertical line in an organisation chart reflecting the hierarchy.
of power, whereas the staff personnel are depicted in a horizontal line.

In small management units such as department of physical education that have only a few persons, there is frequently little distinction between line and staff positions.

From the above discussion and figures of administrative and organisational set-ups at the university as suggested by directors of physical education of the universities and as in the opinions of some experts who are working in the department of physical education, the following conclusions and findings were drawn.

**Findings**

From the above discussion it is found that:

(i) There should be one head of the department for the department of physical education in the grade of professor with the qualification of professor and he may be called Director of Physical Education, or Head of the Department of Physical Education.

(ii) Both the teaching and administration should be functioned under his guidance. There should be
two deputy directors or readers, one for teaching wing and other for administrative wing.

(iii) Under reader of Teaching, there should be three lecturers and under deputy director of physical education or reader extension and administration there should be two assistant directors of physical education, one for men's sports and one for women's sports.

(iv) Under these two assistant directors, there should be coaches for different games and office staff for keeping accounts and other administrative functions.

(v) In the office the superintendent should work directly under director of physical education or assistant directors of physical education. Under superintendent there should be senior clerks, one for office routine function and one for maintaining accounts. Under them the junior clerks, typists and peons should be working.

(vi) Under the coaches, ground staff, gymnasium staff and swimming pool staff along with the store-keeper should be working.
The above findings would help in deriving the most effective and efficient set-up of Administration which can be recommended to the universities and U.G.C. for establishing these set-ups in the universities for department of physical education - administrative and teaching.

1.3 Summary

For analysis, interpretation and discussion, all the questionnaires collected from the directors and some heads of the department of physical education were tabulated in tables with the sub-heads of the questionnaire and a master table was prepared. This master table indicated the present position of the various sub-heads like establishment of universities, staff in the teaching departments, etc. From the master table, each table of each sub-head was separately analysed and separately discussed. These sub-heads were:

- (A) Establishment of Universities
- (B) Establishment of Teaching Department
- (C) Staff
- (D) Facilities
- (E) Programme
- (F) Achievements
- (G) Opinion and Suggestions.
These tables were discussed separately and findings for each table was found out. The conclusions from each table were also drawn out and discussed.

Actually it was found out that the main objective of administrator is to meet the maximum achievement of the organisation. Regarding the Administration of Department of Physical Education in the Indian Universities, as found from the survey and study conducted here, the findings of the study are given here.

It was concluded that there should be most effective and efficient pattern of administration to achieve the goals of physical education. This can be best achieved by combining both the teaching and administrative departments together. If these two departments function separately then the management will be very small and only a few persons will be working in the department, which will not lead to any scope of work to the persons of the department. By combining the departments lot of scope for different kind of duties and functions like teaching, coaching, administrating will be there for the persons working in the department.
Maximum number of the universities were established in the decades of 1970 to 1980 and 1980 to 1990. The main causes for establishment of the teaching department of physical education along with the administrative department were enhancement of the scientific knowledge in the field of physical education, current development in the field and status of physical education personnel. Because of all these reasons, in a meeting of directors of physical education in the year 1974, Dr. Karan Singh advocated that if the teaching department would not be established in the universities, the physical education personnel would not get teachers' status, facilities and pay scales. Therefore teaching departments were established. The required qualified staff both for teaching and administrative purpose were employed and two separate wings under one head was considered. Staff members in the department were assigned with the job of teaching and administrating tournaments and other required duties of the department.

For the department, government and U.G.C. have extended financial assistance for construction of infrastructure and improving the facilities of
the department. U.G.C. is still providing financial assistance for almost all the facilities to be constructed in the universities on the ratio of 75:25 share. 75% of U.G.C. and 25% university share. But universities have not shown any interest because the universities have to provide for 25% share which they are not ready to provide. Therefore in most of the universities the facilities are not available. Moreover there is a fear in the minds of the authorities of the universities that if they construct all the facilities which are supported by U.G.C., then the universities will have to employ big number of staff members for these facilities to be looked after and to run the programme.

Facilities affect the programme. If the universities are not having modern and sufficient facilities then it is impossible for the department to run the programme of physical education. If programme of the department would not be run in the most efficient and effective manner, the achievements are not possible.

For maximum achievement, a proper programme should be run by the department, only then achievements are possible.
And for all the achievement and efficient programme and a correct set-up of the department of physical education is needed. In the department there must be three wings - one for research, one for teaching and one for administration. If these three wings function together under one head, then the most effective programme, research work and administrative work can be done and the maximum achievements in the field of physical education are possible. The modern philosophy is "Medal orientated" or "Winning orientated". Means if your team is participating, then try to win, win the top most honour or a "Gold medal" - Only then participate, otherwise not.

For this lot of research and perfect training programme, correct scientific coaching are required; which is only possible by combining the departments into one unit and it may be called as Department of Physical Education and Sports, and the pattern recommended for the department is as shown in figure-13.

Findings

From the above discussions and interpretations the followings findings are noted:
Figure 13: Pattern Directory for the Department of Physical Education and Sports
(i) Most of the universities were established after the Independence.

(ii) The teaching departments were established when the Directors felt that they would not be getting the status of professors or readers and lecturers, and to improve the qualification of professional personnel for conducting researches, these teaching departments were established in the decades of 1970 to 1980 and 1980 to 1990.

(iii) The staff in the teaching departments of physical education recommended are one professor, one reader and three lecturers. At present in the teaching departments insufficient number of staff is working - only eight professors, six readers and eight lecturers are working in 22 teaching departments, whereas the actual number of teaching staff needed are 22 professors, 22 readers and 66 lecturers. This indicates that inadequate staff which is working in the departments cannot satisfy the need and interest of the students.

(iv) Office staff working in administrative department is also inadequate. Though there is a need of
two assistant directors (one for men and one for women), 10 coaches for at least 10 games, office superintendent, senior clerks, junior clerks, typists, peons and ground-men, a very few universities are having adequate staff. Others are functioning with inadequate staff and facing number of problems.

(v) The Facilities

The facilities are categorised in two heads: (a) physical facilities and (b) playing field facilities.

(a) Physical facilities: These facilities are concerned with the office building and rooms for various authorities, like chairman of physical education, Director, Deputy Director, Assistant Directors, superintendents and office staff, coaches, coaching and conference room, etc. At present it was observed that the office for directors, coaches, assistant directors are accommodated in one hall or in two or three rooms only, which is most inadequate and because of inadequate facilities available the other departments do not recognise the importance of physical education and physical education personnel also do not get the required status.
(b) Playing Fields Facilities

In Indian universities it was observed from a field survey that playing field facilities and infrastructures for sports and physical education were most inadequate. Only five universities are having standard size i.e. 50×25×1.3 metres swimming pools out of 101 universities; standard size gymnasiums were found with only 27 universities. Regarding fields for games, very few universities are having standard hard cement courts for basketball as only 8% of universities provided such courts. Because of lack of facilities the universities cannot achieve their objectives and students of the university cannot prove to be the best though they have the potentials. J.G.C. is ready to give financial assistance in the ratio of 75% to 25% for construction of infrastructure for sports. But universities are not ready to share even 25% for building up these facilities, because they fear that if these facilities are provided they will have to appoint more staff to take care of these facilities. Therefore, universities are unwilling to construct the facilities and add more burden on their finance.
(vi) **Programme**

It was also found that almost all the universities run the programme of organisation of tournament, selecting the teams and sending teams for inter-university and other tournaments. The universities also run the programme of physical fitness of the students of affiliated colleges with the help of physical education teachers of those colleges and try to improve the physical fitness of the students.

(vii) **Achievements**

It was also observed that the universities' achievements can be judged by watching the performances in inter-zonal matches of various games on all India basis. The university teams winning the maximum inter-zonal on all India basis gets MASA Trophy and the universities winning for the maximum years prove to be the best, with best of staff, facilities, programme, etc. It is the only way to judge the achievements of universities. Until now the University of Delhi, Guru Nanak Dev University and Punjab University proved the winner MASA Trophy for the maximum times from the year of installation of the trophy to the year 1985-90.
Organizational and Administrative

Set-up of the Department

The best organizational set-up of the Department of physical education in a university is recommended as follows: One Director/Head/Professor of Physical Education; under the director there should be three: Deputy Directors - one for research work, one for teaching and one for organizational work. Under deputy directors/readers, there should be research assistants, lecturer and assistant directors for men and women. Under assistant directors there must be coaches and ground staff. The administrative staff in the office be controlled by Director or Head of the department.