CHAPTER V

SUMMARY, FINDINGS, CONCLUSIONS

AND RECOMMENDATIONS
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SUMMARY, CONCLUSION AND RECOMMENDATIONS

1.1 Summary

The topic selected for the study was "A Study of Administration of Department of Physical Education in Indian Universities". In India universities were established since 1857. In the year 1857, only three universities, at Calcutta, Bombay and Madras, were established by the British rulers to educate the Indian people for their office work. At that time education was imparted to Indian students only up to the level of reading, writing, and arithmetic. Physical education was not introduced in the universities at that time.

After Independence the new education policy was evolved and implemented. According to the new education policy, seven objectives were presented as 'Cardinal Principles of Education'. They are accepted as appropriate goals of education. They are health, command of the fundamental processes, worthy home membership, vocation, citizenship, worthy use of leisure and ethnic character. When these goals were laid down in the new education policy, physical
education got its importance because these goals can be achieved very easily through physical education.

A university is organised to train young men and women, so that they respond to the national tasks with a positive attitude. Obviously no training of mind is possible if the body is weak. Thus there is a symbiotic relationship between the training of the mind and the training of the body. The place of physical education and sports in the total scheme of education should not be taken as a professional affair with sports for the sake of sports as an obsession. It should rather be viewed as a constructive and fruitful activity aimed at developing the individual's personality as a whole.

Hence the departments of physical education were established in the universities by ordinances. These departments are still looking after the organisational work of collegiate, inter-collegiate and inter-university tournaments along with looking after the physical fitness of the college students, in order to develop a healthy nation. There is no set pattern of these departments. In universities the administrative patterns are different from university to university. Therefore this study of Administration of physical education departments was undertaken.
A questionnaire was prepared for getting detailed information from universities. This was prepared in consultation with the guide and experts of Administration.

The selected samples were the universities, both affiliating and teaching. The IIT's, agriculture universities, institutes of social science, medical sciences and language universities were omitted from the purview, and academic universities were selected as samples for the study. In all one hundred one universities were selected as samples for the study. The Questionnaire was sent to all these universities with a requesting letter and a self-addressed stamped envelope. The response to the questionnaire in the beginning was very poor. The directors did not respond early. Therefore again reminders were sent to them reminding them to send back the questionnaire. Only 60% responded by post and the researcher also approached some of the directors and got the questionnaire filled up personally. The relevant literature were also referred to understand the study in a better way and it was found that the research work on the administration in the field was very scanty. But in America and in other Western countries a lot of work has been done
by researchers and scholars in the field of Administration, like, programme, leadership behaviour, organisation of intramural, equipment, administration of the department and a number of other subjects related to physical education. These references are given in the review of literature.

The questionnaires collected from the directors of physical education were tabulated and percentage of the various variables like staff, facilities, programme were calculated and they were also tabulated and compared with the recommended norms and numbers, by Association of Indian Universities and University Grants Commission recommendations. The hypothesis was also tested and the findings were derived from the hypothesis. The main hypothesis was to derive the most modern and effective administrative pattern for the department of physical education which is derived and illustrated in recommendations in figure no. A.

From the interpretation and discussion the following findings were derived and hypothesis was tested.
1.2 Findings

(i) It is found that the universities were established by the British rulers since 1857 to serve their own interests. But after independence a tremendous growth in establishing universities and departments of physical education took place with the maximum stress on physical training of the students for their physical fitness.

(ii) It is also observed that during the years 1970 to 1980 and 1980 to 1990, teaching departments of physical education were established for the conduct of courses in physical education, research and professional growth.

(iii) In both teaching as well as Administration the staff appointed is inadequate in number, which puts a lot of burden on the staff and the staff cannot do justice to their tasks. It is recommended that sufficient number of teaching and administrative staff be appointed in university departments of physical education.
(iv) It is also seen that the facilities available in India in the departments of physical education are grossly inadequate. Because of these inadequate and substandard facilities the standards in games and sports of the university students are very poor as compared to other countries. In the United States of America most of the gold medalists are college students. In other countries most modern infrastructures are available in schools, colleges and universities. Therefore, there must be at least the minimum facilities in universities. For example, in every university there must be a standard size (50x21x1.8 metres size) swimming pool and other play-fields. The U.G.C. is ready to finance the universities in certain ratio that is 75% to 25%. The U.G.C. provides the financial assistance of 75% and only 25% is supposed to be financed by universities. Still the universities are not coming out for the construction of the infrastructure for sports with the help of U.G.C.

(v) Programme: - It was observed that the teaching departments at present are doing the work of
teaching and research work in their own departments. Administrative people are busy in the organisational work of the tournaments of collegiate, inter-collegiate, inter-university and conducting coaching camps of university teams of various games. The programmes conducted in universities are not planned on the year-round basis. Only during the tournaments coaching camps of the games are conducted for 10 to 12 days in each university, and because of this poor programme, trainees do not get proper scientific coaching and the teams cannot perform well during inter-university and other tournaments. The programme should be chalked out on a long term basis so that for complete year there will be programmes of physical education.

(vi) **Achievements** :- It was found from table of achievement that the universities having best facilities, year-round programme of physical education and sports and sufficient number of coaches won the Maulana Abul Kalam Azad trophy which is awarded every year to that university which wins the maximum number of tournaments.
in inter-zonal of All India Inter-University tournaments. The universities of North side, Punjab, Guru Nanak Dev and Delhi, universities won this trophy maximum times which leads to the conclusion that universities with facilities, personnel and programme proved their excellence in sports.

(vii) Opinion and Suggestions:— The directors and experts suggested the most useful set-ups of university teaching and administrative department, that is by combining both into one unit under one unified authority. But at present it was found that only 22 universities are having teaching department and one hundred one universities are having administrative departments. In the one hundred one universities start teaching department by combining administrative and teaching into one unit the maximum benefit can be achieved. The strength of the staff naturally will increase and the department will function more effectively and efficiently under one head.
1.3 Recommendations for Revision

(i) If any new university is to be established by the state, the provision in the act for teaching department of physical education along with the administration of physical education be provided. Only then permission to establish the new university may be granted.

(ii) Sufficient number of staff for the department of physical education and sports be provided by the university.

(iii) Sufficient number of physical facilities like director's room, coaches and teachers' room, office, store, class-rooms, common rooms, conference halls, library, etc. be provided by the university from the very inception.

(iv) The infrastructure for facilities of physical education be constructed by all the universities with the financial assistance of U.G.C. and the most standard and modern facilities be constructed.

(v) Year-round programme for teaching, research, coaching, organisation of tournaments be
prepared in advance and followed by the department with the help of Readers, Assistant Directors, Coaches and other staff of the department.

(vi) The programme and facilities should be used by the university teams to derive maximum benefit and win the maximum tournaments at the All India level. The department should impart scientific training by conducting research in the field of physical education so that university players can get a chance to represent national team in international tournaments in various games.

(vii) As per the main hypothesis of this study the most modern set-up of Administration is recommended as illustrated in Figure A.

The administration pattern (shown in Figure A) is best suited to the department of physical education in Indian universities, and Dr. R.L. Anand also recommended that. If there are two separate departments, Administration and Teaching, functioning in the university, then these departments should be combined into one department with the Director of Physical Education or the senior-most person who will be in-charge of both the departments and he will be in the grade of professor-
Figure - A : MOST MODERN SET-UP OF ADMINISTRATION OF DEPARTMENT OF PHYSICAL EDUCATION
and under him there shall be three wings, one for research, one for teaching and one for administration and extension; for these wings the readers or deputy directors be appointed and they will be controlling research, teaching and organisation of tournaments.

In modern world administration is replaced by management. This management structure has to be developed if the goals and objectives of the department are to be achieved. In universities and colleges, the programmes are highly organised. These programmes include the development of excellence in athletic competition; providing a programme that is financially self-sufficient, establishing a leadership position in athletics among other colleges and universities, satisfying spectators, athletes, community and coaches' needs, and providing athletic programme for the gifted athletes. At present in the department of physical education, the administrative structure is, one director, under him one or two assistant directors, and some coaches if deputed by SNIPES or SAI; otherwise the university from its own funds does not appoint any coach for the department of physical education.

Developing a management structure refers to the framework whereby such things as titles of position, role assignments, functions, and relationships are illustrated. The structure implies a line of communica-
tion, co-ordination and decision-making.

Planning, developing and organising the structure for physical education programme are important management responsibilities. Efficient organisation and structure result in the proper delegation of authority, effective assignment of responsibilities of staff members, adequate communication among the various units of the organisation, and a high degree of morale among staff members. All of these factors determine whether or not the organisation's goals are achieved.

Success of the management structure depends upon:

(i) clear delegation of authority and responsibility;
(ii) most effectively organised function of management works;
(iii) span of control in organisational structure;
(iv) communication;
(v) co-ordination and co-operation among various departments;
(vi) effective leadership;
(vii) staff specialisation;
(viii) Responsibility and line of authority clearly drawn;

(ix) Organisation and social purpose cannot be separated.

(x) There is no single correct form of organisation.

The above principles lead to a successful management.

Hence the researcher tried to derive the most effective and efficient administrative pattern which is recommended for adoption; the pattern is illustrated in Figure A.

1.4 Conclusion

From the above findings and recommendations it may be concluded that a majority of the universities lack the teachers in departments of physical education. Further, it was found that all the universities in India are without standard facilities as per the recommendation of the U.G.C. and A.I.U. The university departments of physical education are without long term programmes for training, coaching and research and without qualified staff in adequate number.
As regards facilities, year-round long term programmes, qualified staff and coaches were found according to U.G.C. norms in the northern region, resulting into maximum achievement of All India Inter-university trophies.

Administrative pattern was found to be anachronous in view of present advancement in management system and information technology.

The existing overall administrative pattern of Department of Physical Education in Indian universities should be revised in view of the recommendations made in the present study.

1.5 Recommendations for Further Studies

Recommendations are made here for the further studies in the field of Administration in physical education.

(a) Study can be undertaken on the Administrators' leadership behaviour.

(b) Study can be done on the staffing pattern of the department of physical education.
(c) Study on facilities in the universities, and why the universities are having inadequate facilities can be undertaken.

(d) Study on the job satisfaction of staff of department of physical education can be undertaken.

(e) Study on the responsibilities and duties of various staff can be undertaken.

(f) Role of college physical education department in achieving excellence in sports by universities can be undertaken.

(g) Programme of physical education in colleges and universities and its drawback can be studied.

(h) The administrative pattern of department of physical education in agriculture universities, in IIT's can be done.

(i) Attitude of the staff of the department of physical education of the universities and colleges towards programme of physical education can also be studied.
(j) Students' response towards programme of physical education of the university can be undertaken.

(k) The study of co-operation by other departments to physical education department can be done.

Above are some recommendations regarding further studies. There are number of avenues open in Indian conditions for studies of facilities, programme, intramural, extramural, administrative responsibilities, leadership behaviour and responses from the superiors, attitude of superiors and other departments toward physical education can be studied. In India, very few studies were conducted by few researchers. Many more avenues in the field are still unearthed and to improve the standard of physical education in India, all sources have to be tapped. This is only possible when the personnel of physical education department conduct researches in this field.