Chapter 6

Summary, Findings and Suggestions.

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6.1 Summary:

The present research work can be summarized as follows:

**Chapter 1: Introduction to Sports & Management:**

This research work starts with the introduction to sports and management. Sports and Management, one would believe the two terms to be the opposite ones. In fact, the two terms are seemingly opposites, but in nature, they have great similarities. Sports are incomplete without management and a great number of management lessons can be learnt through sports. The managerial principles of planning, organizing, coordinating, controlling, strategy making, etc. can be learnt excellently through sports.

In this research work, the researcher wants to unveil such aspects of sports and management. The researcher has tried to explain the relationship of sports and management. An effort is made to explain how sports develop the managerial skills in a person. Considering the limitations of the research work, the researcher has selected only one game i.e. cricket. Out of all the managerial principles, the researcher has selected the principles of leadership only.

Hence, this research work is focused on how leadership principles can be developed in a person through cricket, how various leadership styles are used by the cricket captains and how these styles can be effective on winning of the match.

The researcher has also tried to establish the relationship between winning the match a cricket test v/s style of leadership to lead to play any role or not.

After the introductory discussion, the chapter gives meaning and definition of management. The researcher says that it is management that integrates man’s activity through coordinated efforts. Without leadership provided by the management, the objectives cannot be accomplished. Whenever, two or more people work together to attain a common objective, the management comes into force. Thus, management is essential not only to the business organization, but also to all kinds of human activities. In the research work the researcher has provided various definitions of management give by the experts in the field of management.

After giving the definitions of management, there are several features and characteristics of management discussed in this chapter.
There is always a debate on the matter that whether management is art or science. The most dependable view regarding the nature of management is that management is science and art, both. Both art and science are not naturally exclusive fields of endeavor but are complementary to each other.

After that discussion, the researcher has discussed the significance of management. Management is required wherever group efforts are made to achieve the particular goals. It is concerned with achievement of the objectives with minimum efforts. The significance of management is greater in all the fields. Sport is not the exception to it. It is widely recognized that the success or failure of any individual or group largely depends upon management.

After the discussion of significance of management, the research work goes further in the discussion of relevance of sports and management. Management is required for sports also. Without the management, the winning of any game is not possible. As management is required for an organization to be successful, it is highly required in a sport to make the team win the game. The managerial functions such as planning, organizing, staffing, directing, coordinating, reporting, budgeting, controlling, leading, motivating, etc. are required to run an organization smoothly. In the same manner, all these managerial functions are required in sports also. The game may be any one, but the management is highly required to win that game. If it is a team game or an individual game, to win in the competition management is highly required.

This research work mainly focuses on the motivation and leadership aspects in cricket. So the research work progresses with the meaning of Cricket. Cricket is a Bat and Ball game played between two teams of 11 players each on the field at the center of which a rectangular 22 yards long pitch. Each team takes its turn to bat, attempting to score runs, while the other team fields. Each turn in the cricket is known as an innings. In this section itself, the researcher has given in depth idea about all the aspects of cricket. The researcher has also given a brief history of cricket in the world. After that the researcher has also discussed the history and origin of cricket in India.

Then, there is a discussion about the formation of Board of Control for Cricket in India (BCCI). The chapter ends with the explanation of structure of BCCI and its various committees.
Chapter 2: Motivation & Leadership in Sports:

This chapter starts with the explanation of Motivation. The researcher says that the motivation is highly required to initiate some action. But in a team or group, every member is not self motivated. There should be a person who can motivate the members of the team or group. The person should be able to turn the motivations of the members into right direction. Such person in the team or group is called leader. In fact, leadership in a group or team is as useful as motivation, because it is the leader who can motivate the members of the team or group. Effective leadership is highly required for the success of the team.

The chapter goes further with the meaning and definition of motivation. The word motivation is derived from motive. Motive means an active form of desire, craving or needs which must be satisfied. All motives are directed towards achievement of goals or satisfying some needs.

Further discussion is based on the key concepts of motivation. The concepts such as needs and motives, goals, incentives, instincts, etc. are important concepts of motivation. After that the process of motivation is explained in this chapter. Motivation can be of various types such as positive motivation, negative motivation, extrinsic motivation and intrinsic motivation. The chapter gives an in depth idea about all the major theories of motivation provided by various experts.

In the field of sports, there is a concept called ‘achievement motivation’. The chapter progresses with the explanation of this concept. After the discussion of motivation, the chapter goes further with the discussion of leadership aspects. Chapter discusses the definition of leadership and leadership styles.

After that the chapter has given the idea of leadership in cricket. To become a successful cricket team, the team needs an effective leader. Depending upon the levels, this leader could be the coaches, captains, vice-captains or informal leaders.

The captain plays an important leadership role in the team in the process of selection, decision of playing order, determining the strategy of the game and other decisions required to be taken on the field and off the field. In order to play an important role in the team the captain needs to be an effective leader first. He needs to be able to manage the members of all different characters in the team.
The chapter ends with the roles of leaders in the cricket.

**Chapter 3: Review of Literature:**

This research work progresses with the review of literature in the 3rd chapter. This chapter presents review of around 100 related literatures, which includes various national and international books, journals, magazines, news papers, M. Phil dissertation and doctoral thesis. This chapter says that the review of literature is a critical analysis of a portion of the published body of knowledge available through the summary, classification and the use of comparison of previous research studies or journal articles. A literature review examines the scholarly research work available on a particular subject for a particular time period. The chapter has given idea about research gap between the existing research and present research work.

**Chapter 4: Research Methodology:**

The fourth chapter of the study provides information about research methodology of this research work. The research methodology includes research title, details of the population of the study, period of the study, type of the study, scope of the study, basic objectives of the study, hypotheses formulated by the researcher, method of data collection, method of analysis etc.

**Chapter 5: Analysis and Interpretation:**

Chapter 5 of this research work is titled as “Analysis and Interpretation”.

**Chapter 6: Summary, Findings and Suggestions:**

This chapter is divided into three parts viz., Summary, Findings and Suggestions. The first part gives brief summary of all the chapters. The second part discusses the important findings from the research and suggestion. The third part of the present study is about the scope for the further study.
6.2 Findings of the Study

6.2.1 The Effective leadership with motivational Techniques helps transform the players from average to excellent and excellent and ordinary to extra-ordinary performance. For Eg. The tail-end batsman wagging at the end of the game to save a historic test match in Sydney against Australia (The Indian Tail-ender pace bowler Bhubaneswar Kumar’s Dogged knock with a great defiance against the likes of Hazelwood and Nathan Lyon the words of captain virat Kohli did the magic.)

Such instances are many but the devising, designing, delivering, along with directing are the main elements coming to fray from the leadership techniques to the process leading to achieve the Goal.

6.2.2 To the team players, the leader plays a vital role as a strategy maker since he takes care of the things as a part of the game and start to live the game as a whole. For a leaders (Yashyam Jagrati Bhutani Sa nisha pashyato mune) is the fitting statement as the match in the mind of a leader starts after the day is over and ends when the game starts.

6.2.3 This is because the leader sleeps with a dream and keeps awake to contribute for the plans and allows the process to run in his mind 24 X 7 and the surprising result is Team Cohesion.

6.2.4 The leader should be worked as a good motivator and must put trust and faith on each and every team member for ex. There are many cricketer like has trained grow under the visionary leadership of Sourav Ganguly, Harbhajan Singh, Yuvraj Singh, Irfan Pathan etc.

6.2.5 The leader must be having clear the vision about their future goal. The captain should always be visionary and lead the team from front. For Ex when the Sourav Ganguly was appointed as a captains of Indian Cricket team at that time the Indian cricket team was on 7th position in The ICC ranking and under his leadership the Indian cricket team has reached to 2nd position and he became the best success captain ever in the history of Indian cricket team.

6.2.6 M.S.Dhoni has the responsibility to maintain that position but he was having the different leadership style and is always coming up with the new ideas in his mind and under his leadership Team india has secured the 1st position in the Test cricket Ranking.
6.2.7 The success ratio of these 2 visionary captains (S.C.Ganguly and M.S.Dhoni) is highest in the history of Indian test cricket.

6.2.8 An absolute clinical approach comes up with the clarity in the mind of a leader which allows him to get the vision mixed with the motivational techniques to help the total fine tuning of the team and for making a match for what is needed is a situational approach. The historical leaders are proved leaders. For Ex. Kapil Dev, Ian Bothom and Imran Khan, Tiger Pataudi the list is endless.....These are the great leaders of their own time and proved as the great leader of all the time.

6.2.9 The leader needs to be a frequent Trier even if he fails in his earlier attempts. He should use the method of “TRYING IT BEFORE REJECTING IT”. For ex. In the Movie Lagaan when the all the bowlers were used by captains and all were very expensive and English batsmen were at a great ease with all the bowlers of the Indian team, at that time Captain called upon “Kachra”, a member of a team, who came up with a magical spell by taking a hat-trick sending the English team into deep trouble.

6.2.10 For a leader the world is like a brotherhood and the Game of cricket is a “Karma-Kshetra” Once the Game is over the member of an opposite team becomes a friend. This is the hallmark of the Team Spirit and Sportsman Spirit as a whole for the king of the game known as the Cricket.

6.2.11 Simultaneously at times he has to come up with the something innovative along with unexpected decisions also. This is because he needs to follow “FACE THE CHANGE”, and not “CHANGE THE FACE”. This theory would automatically ignite all the players to put the best foot forward.

6.2.12 The captains need to change the leadership style after the observation of the opposition team’s strength. At the time of designing the strategy against the captains need to go for the SWOT analysis of both the teams, sometimes the captains need to change the leadership style on the field and take the necessary decisions as per the situation. He has to consider the controllable, Semi controllable as well as non controllable factors in to consideration for ex. Player’s positions inter changing, Pinch hitter, Night Watchman etc... are the decisions must be taken which are controllable. Same as the semi controllable situation like reading the pitch, observation of pitch by experts etc..And Un-controllable situation like weather condition, due factors etc..
6.3 **Suggestions**

6.3.1 The captains’ Vision is implanted and further enhanced by the leadership elements in him.

6.3.2 The elements of motivation are used as an effective tool in teams for channelizing the entire visualisation of the captains among the players.

6.3.3 This necessarily takes a shape of a mental picture which brings a movie-like effect with a 70mm mental screen and a Dolby digital surround sound system.

6.3.4 The leader has to be autocratic-democratic-dictator as well as participative with the Liaise-faire approach i.e. he should be a composite capsule of a represented management and leadership style.

6.3.5 The Leaders should be receptive enough and should be full of vigour-force-venom and agility.

6.3.6 The Leaders should be receptive enough to listen to all the Seniors, Juniors, Managers, Directors, Coaches, and should be kind enough to all the people working around him and to make them feel oneness.

6.3.7 The captains’ ability To Think Out of The Box would always trigger out different figures. His vision mixed with the motivational tools gives clarity to sketches and pictures would come up and from hazy sketches to a clear picture with the vision.

6.3.8 Captaining India at an international level especially for test format demands the different set of skills for leadership and motivation. They are like fitness, Team coordination and cohesions, team meetings; team planning, strategy building and implementation, For all these are linked with day to day progress of the game with the longest format of the game. The captains need to act as a Good Doctor to diagnose, decide and direct the Dosage for various efficiency levels of individual team matches.

6.3.9 The leaders needs to consistent in his efforts to draw inference from various areas of life. He should be open to acquire knowledge from all the sources and should be keen to gain the current knowledge in to vision for implementation. For this the latest techniques of I.T. (like audio, visual analysis of a game and analysis of opposite teams to built the strategy building against the strong opposition) and the latest gadgets to be used as a part of the routine process of their leadership and motivational style. This helps in learning the lesson.
story telling and conversation in One to One may be some of the effective tools for the leadership and motivational techniques.

6.3.10 The motivation technique is differently used by the captains during the team meeting. But it may be differ from time to times, when the captain is leading the team and a specific single team player needs motivation at that time the motivational style may be different as per the player’s state of mind and the Game’s demand. For ex. if opposition team is attacking on the main line bowler of our team with runs coming Thick and Fast at that time the captain needs to come up with socking treatments and innovative ideas for the oppositions to take those players by a big surprise.

6.3.11 The Leadership style and motivational techniques used in Test Cricket may be used in any other format of the game however from it the analysis has been observed that the effectiveness of leadership style and motivational techniques used may not bring same results in other format of the cricket. This is because the test cricket is longer version of the game and it requires different level of stamina endurance and patience.

6.3.12 The Motivation is highly required by the team players because leaders need to play the role of friend, philosopher, and guide for each and every team member.

6.3.13 The Motivation and the advice given by the captains before the test cricket’s day starts helping the players because when the new day starts the players wakes up with the positive mind sets to play and take full rest and when this positive attitude with the motivational thoughts of the captain helps in achieving an extra-ordinary achievements and results become automatic.

6.3.14 Generally the captains, coaches, team managers avoid giving tips during the game and on the field the captains do not disturb the players as they allow the players to play their own natural game. This technique helps the players to take their own decisions.

In short once the individual role and team rewards are clear before each member of the team efforts naturally flow in as the result of leadership tools and motivational techniques used by the captains.
6.4 Scope for Further Research

6.4.1 The researcher has selected only test team captain’s leadership style and motivation techniques so there are scope for the rest of the 2 format of cricket i.e. T-20 and ODIs.

6.4.2 There are further scope for the researchers to go for the research on the Rest of the country’s Test captain’s leadership style and motivation techniques.

6.4.3 There are further scope for the researchers to go for the research on the Rest of the country’s T-20 and ODI formats.

6.4.4 There is scope for the study on The Leadership and Motivation techniques effectiveness to be done on the Performance of the individual players.

6.4.5 There are further scope for the researcher to undergone the study on performance of the T-20 and ODI format for the rest of the country’s captains.

6.4.6 There are scope for the study of the Leadership and Effective motivation tools used in other Games of Sports like Football, Hockey, Rugby and other outdoor games.

6.4.7 There are scope for the further researcher to go for the study on the Women Cricket team’s captain’s leadership tools and Motivation techniques and its impact on the performance of the individual players as well as on the team.

6.4.8 There is scope for the researcher to go for the study on the various corporate sectors’ industries and to measure the performance of the team on the basis of the leadership style and Motivation techniques adopted by team leaders.
6.5 Conclusion:
The overall analysis of the topic leads to the conclusion that the game of cricket is played and won easily only if there is a strong leader with the team and the leader is capable of motivating the team members at appropriate times. It is rightly said that a team without leader is like a ship without rudder. If we want that the ship go in the proper direction, the rudder must be in appropriate position. Likewise, the captain of the cricket team must also perform the role of a rudder for the team and he should try to take the team to the proper directions of victory. For this the captain of the team has to play the roles of friend, philosopher and guide for the team members. The captain should motivate the team members at the time when it is required. The captain needs to be consistent in his efforts to draw inference from various areas of life. He should be open to acquire knowledge from all the sources and should be keen to gain the current knowledge in to vision for implementation. The captain should be receptive enough to listen to all the seniors, juniors, Managers, Directors, Coaches, and should be kind enough to all the people working around him and to make them feel oneness. To be successful cricket captain, one should have the ability to think out of box. He must have the ability of designing newer ways of motivating and leading the team.