CONCLUSIONS

1. The individual sports coaches differed from team sports coaches only on variables of need for affiliation and general life satisfaction.

2. The district level coaches and state level coaches differed only on variables psychoticism and the need for affiliation.

3. High and low score on self rated coaching effectiveness showed significant differences on need for achievement, need for approval, need for power, Lie (social desirability) scale, physical working conditions, emotional exhaustion, self rated effectiveness and athlete rated effectiveness among coaches.

4. High and low score on athlete rated effectiveness showed significant differences on empathy, economic benefits and athlete rated effectiveness.

5. Identical factor loadings were achieved in self rated effectiveness and athlete rated effectiveness in the total sample of coaches.

6. The factor structure for self rated effectiveness and athlete rated effectiveness are different in individual sports coaches. Only on the variable general life satisfaction, both self rated effectiveness and athlete rated effectiveness achieved similarity but the directions are different.

7. The factor structure for self rated effectiveness and athlete rated effectiveness are different for team sports coaches.

8. The factor structure for the self rated effectiveness and athlete rated effectiveness are identical for district level coaches.
9. The factor structure for self rated effectiveness and athlete rated effectiveness are different for state level coaches except for the variable physical working conditions.

10. Empathy, intragroup relations, need for power and need for approval have emerged as common positive predictors in self rated effectiveness.

11. Supervisory relationships, meaningful development, control, influence and participation, general (physical) health impulsiveness, emotional exhaustion and personal accomplishment have emerged as common negative predictors in self rated effectiveness.

12. The need for approval, empathy, need for power, economic benefit and intra group relations have emerged as common positive predictors in athlete rated effectiveness.

13. The present study identified emotional exhaustion, personal accomplishment, career orientation extroversion, general (physical) health, impulsiveness and meaningful development as negative predictors.

14. Self respect, occupational stress mental state and economic benefits are identified as specific predictors for self rated effectiveness in the total sample of coaches. In case of athlete rated effectiveness, the self respect and occupational stress were the specific predictors.

15. In individual sports coaches the specific predictors for self rated effectiveness are advancement on merit, physical working conditions, confidence in management, sense of achievement versus apathy, depersonalization, employee commitment and Lie (social desirability) scale. For athlete rated effectiveness the specific predictors are advancement on merit, neuroticism organizational climate, effect on personal life, union management relations and confidence in management.
16. In team sports coaches, the specific predictors for self rated effectiveness are advancement on merit, physical working conditions, psychoticism, career orientation and need for achievement. For athlete rated effectiveness the specific predictors are Lie (social desirability) scale, supervisory relationship, sense of achievement versus apathy, confidence, influence and participation and need for achievement.

17. In state level coaches, the specific predictors for self rated coaching effectiveness are organizational climate and neuroticism. For athlete rated effectiveness the specific predictors are need for affiliation and general life satisfaction.

Informations and knowledge moves slowly but surely it formulates the foundation of a new practice based on those insights. This research work is a small step in adding informations but is awaiting to be converted into a big leap by those who will understand and use it for enhancing coaching effectiveness.