

Guidelines and Best Practices in Managerial - Legislative - Sports Training in the Field of Physical Culture

Liliana BUDEVICI - PUIU¹

¹ PhD, associate professor, The State University of Physical Education and Sports, Chisinau, Republic of Moldova, lilianapuiu27@gmail.com, +37368114146

Abstract: Management activity is one of the most important factors in the functioning and development of the physical culture and sports field. Management is a conscious human activity, with a well-defined purpose, based on which the elements of the external environment are ordered and subordinated in accordance with institutional interests. Management means art, experience and training. Sports management is a special type of management, whose object is represented by sports organizations, their efficient management in modern market conditions. In this context, every sports entity needs a professional leader, a manager, who must be a specialist who knows and owns the art of management in market relations and who with the support of appropriate methods, instructions, regulations and professional standards, manages to implement the principles, objectives, priorities and policies of physical culture and sport. Thus, there is a need for specific qualification requirements of the specialist in the field of physical culture and sports, an effective managerial-legislative-sports training. The qualification requirements of each specialist in the field, imply an adequate education and professional experience, characterized by certain responsibilities and a good knowledge of the national and international regulatory framework, governing the field of physical culture and sport as a whole.

Keywords: *qualification requirements; specialist; field of physical culture; qualification programs; models of best practices.*

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1. Actuality of research.

The field of physical culture and sports is developing dynamically, being one of the fastest growing social sectors in the world. At present, understanding the role of physical culture and sport as a factor in improving nature and human society, as a product for the sustainable industry of the field, sport that contributes through services and entertainment to meet the cultural and sporting needs of people, is a series of essential arguments of the current research actuality. Moreover, the importance of the study lies in the fact that the managerial-legislative-sports training of the specialist in the field ensures him the ability to correctly and efficiently apply the principles and methods of management, through progressive mechanisms and development of the sphere of physical culture. Also, the methods of administrative management are based on the legal framework of management, on the regulation of relations, consolidation and legality of protection of the rights and legitimate interests of the sports entity and employees in accordance with the Labor Code of the Republic of Moldova and the application of specific legal norms, by developing its technical-material base. However, throughout the twentieth century has been the globalization of sports competitions, the influence of sports recording a substantial increase among population, since the society is working continually to health by promoting the involvement of people in sports activities. Thus, due to major sporting events, the importance of the Republic of Moldova in the world arena has increased, demonstrating a slightly higher economic power (The methodology of elaboration, revision and validation of the qualification standards, Order no. 1617 from December 10, 2019 on Ministry of Education, Culture and Research of the Republic of Moldova, 2019)

2. The aim of the research presents some models of the best international practice with reference to specialists managerial - legislative - sports training in order to approach the connection of creativity with innovative curricula for improving the quality of teaching, learning and qualification requirements in the field of physical culture and sports.

3. The relevance of the research is determined by the need of managerial-legislative-sports training of specialists in the field of physical culture and sports, an issue that has not been approached during the last five years. Moreover, the description of the best practice models in the research content highlights their benefits for specialists, but the presented images illustrate their impact on organizational and pedagogical conditions that will

determine the success of the process of training managerial - legislative – sports competence in the university students training system.

4. Problem Statement

The global trends in the development of culture physical and sport are shown in Figure 1, but in Figure 2 we present the most modern ones in developing the students' sports.

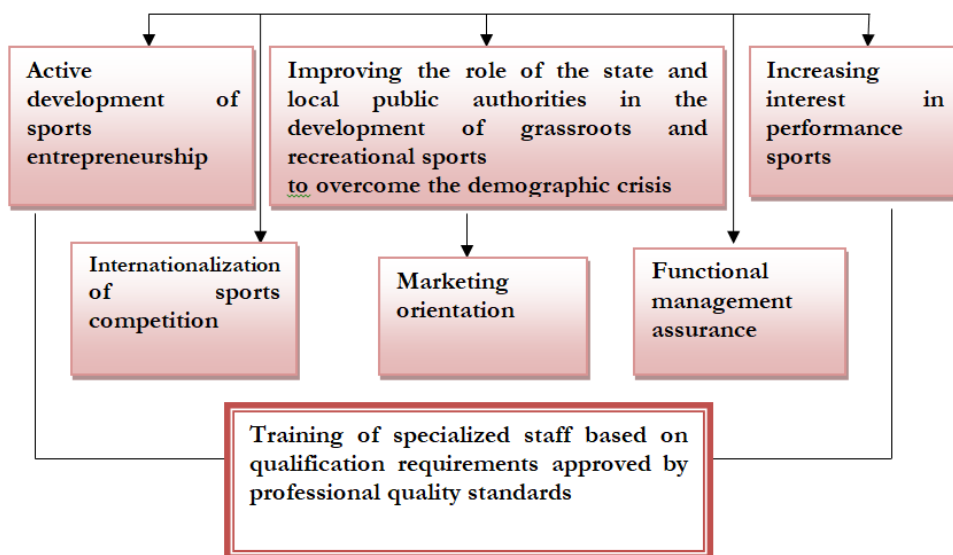


Figure 1. Global trends in the development of physical culture and sport

Source: author's own contribution

A key priority of higher education is the adjustment of qualification requirements in line with the insertion of specialists in the labor market, including their compatibility with specialized educational standards. Also, it is necessary to review the process of training the professional qualification skills of the specialist in the field of physical culture in consensus with the international ones (Budevici-Puiu, 2016; Budevici - Puiu, Budevici – Puiu, 2012; Voicu, Levi, 2003). In modern market conditions, sports manager is a key figure in physical culture and sport. Analyzing responsibilities to work of various categories of specialists, from the reference field, their tariff and qualification characteristics, we can mention that certain elements of the management activity are to some extent inherent to all categories of physical culture and sports employees: coaches, physical education teachers, trainers,

kinetherapists, etc (Alferov, 2003 ; Budevici - Puiu, Budevici – Puiu, 2012; Manolachi, 2016).

In Tables 1 we present proposals of qualification requirements for managers employed in the field of physical culture and sports.

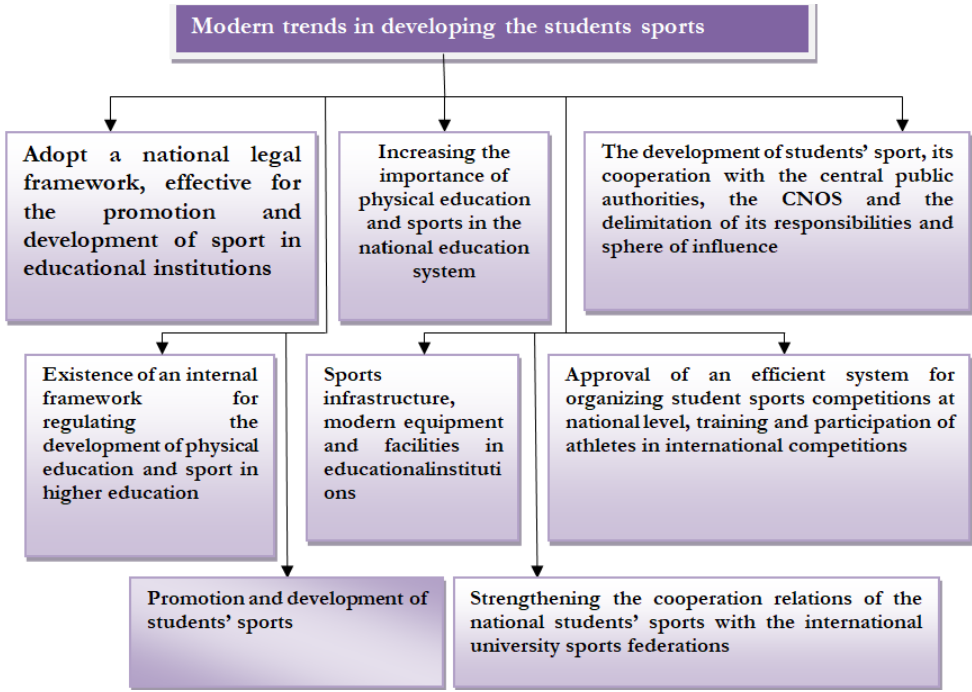


Figure 2. Modern Trends in developing the students’ sports

Source: author's own contribution

Table 1. Qualification requirements for sports managers
(form developed according to Methodology of elaboration, review and validation of qualification standards approved by the Order of Ministry of education, culture and research of Republic of Moldova no. 1617 of December 10, 2019)

	Qualification is necessary to ensure <ul style="list-style-type: none">✓ implementation of the state policy for sports development in Republic of Moldova;✓ constant control on the effectiveness of the training process of the Olympic reserves;
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Description of the qualification	<ul style="list-style-type: none"> ✓ effective organizing of the coaches' staff for deploying the training of national sports teams of the Republic of Moldova on various sports events, ✓ planning, coordinating and supervising the activity of subordinate staff (coaches, methodologists, sports instructors, sports doctors, etc.), ✓ organizing the participation of athletes and sports teams in national and international competitions; ✓ establishing at each stage of training general and specific objectives to achieve sports results; ✓ making the selection of athletes and recruiting sports teams; ✓ organizing, developing and approving long-term, current and individual plans for the training of sports team members; ✓ compliance with anti-doping rules by coach, sportsmen and sports doctors; ✓ implementation of approved training plans, results obtained in the official sports competitions of sports teams (as a whole) and individual athletes; ✓ introduction of the latest training methods for athletes in various sports events; ✓ coordinating and strengthening responses with national and international sports institutions; ✓ formulating proposals to encourage coaches and athletes of national sports teams based on the results of their performance in national and international competitions; ✓ draw up and submit for approval in accordance with established procedure, insurance plan sports teams with inventory, equipment, sports facilities; ✓ formulating recommendations for the supply of new equipment, materials necessary in the preparation of sports teams; ✓ maintenance, development of the technical - material base that it has in use or property as the case may occur. ✓ knowledge, agreement and proper implementation of the legal framework governing the good operation of the physical culture and sports field
Qualification level	<ul style="list-style-type: none"> - higher, cycle I, Bachelor degree (level 6 ISCED) - higher, cycle II, Master's degree (level 7 ISCED)
Group /target groups	<p>Sports manager</p>

Type of professional training program	Initial professional training in physical education field Continuous professional training in physical culture management
Form of study organization	-full-time; - part-time -distance
Period and study volume	3/4 years (cycle I) - 180/240 ECTS 2 years (Cycle II) - 120 ECTS
Access condition	✓ baccalaureate diploma or professional study degree; ✓ a study document equivalent to abroad studies, recognized by the structure empowered by recognition and equivalence of diplomas and qualifications of the Ministry of Education, culture and research of the Republic of Moldova
Certificate of studies, title / qualification assigned	Initial training field – <i>sports Science</i> Specialty- <i>Organization and Management of sport (Sport Management)</i>
Professional development / career	Continuous training by participating in the further and requalification courses Cycle III - PhD studies
Opportunities of employment	Employment : ✓ In sports organizations (federations, sporting clubs, sports schools, sports training centers, etc.); ✓ local and central public authorities towards specialized directions
Special legal requirements	✓ higher professional education (technical) and additional in the physical culture and sports field; ✓ professional experience in the field of reference, holding the specialized positions for at least 1 year as well

Source: author's own contribution

The National study programs that provide training in sports are organized on theoretical-practical modules, structured in the formation of professional and specific skills. Each specific skill is associated with curricular contents that contribute to the realization of professional sports training, according to the logic of the theory and methodology of sports

training. Also, there are a series of methodological and research suggestions in the university curriculum, essential for the specialized educational praxeology. The values and attitudes reflect and consolidate the potential of the field of reference, which must be capitalized for the complex formation of the performance sports student personality. The training of specialists in the field of sports, especially for competitive activity, involves a complex multifunctional process aimed at obtaining the highest sports results.

In the process of technical training, the athlete masters the technique of the chosen sports event, appropriate motor skills, bringing them to the highest degree of improvement. Each sports event has its own specific requirements for an athlete's physical skill - the level of development of individual physical qualities, functional abilities and physique. Therefore, there are some differences in the content and methods of training in a particular sport, among athletes of different ages and qualifications (Zubarev, 1998; 2003). In Table 2 we present some models of best practices of advanced professional training through national and international master programs (specialties: Sports Management; Sports Law).

Table 2. Models of best practices of advanced professional training through national and international master's programs (specialties: Sports Management; Sports Law).

Venue	Program Name	Program Description
University "Babes-Bolyai" University, Cluj - Napoca, Romania	Management of organizations and sports activities	The master's program offers students the opportunity to obtain the qualification in the field of Physical Education and Sports Science to successfully work as a sports manager at different levels of sports organizations, for leading: schools, centralized and decentralized specialized public administration structures as well as sports facilities. (Optiuni universitare, n.d)
State University of Physical Education and Sport, Chisinau, Republic of Moldova	Education, management and marketing in sport	Training and development of a general and specific competency system, ensuring professional-scientific and methodical training of the graduate for the field of sports sciences, able to lead schools (including sports ones), build, develop and promote sports organizations (federations, sports clubs, Olympic training centers)

		destinies of the human resources involved as well: children/pupils, teachers, coaches and auxiliary resources. It is a requirement that has been felt everywhere in the world, where there is even a professionalization of the status of school manager and sports manager (Curricula) (State University of Physical Education and Sport, Chisinau, Republic of Moldova, n.d)
Switzerland, Neuchatel (Cies International Center for Sports Studies) United Kingdom, Leicester (Cies International Center for Sports Studies) Italy, Milan (Cies International Center for Sports Studies)	Master FIFA - International Master in Management, Law and Humanities in Sports	- a unique training program that provides trips for students to European countries to study sport; - promotes managerial, legal and sports education; - the program focuses on three key and interdependent aspects of humanities, management and law. Upon successful completion of the program, students receive a joint diploma issued by three universities; - the international and multidisciplinary approach offers graduates the opportunity to learn a wide range of subjects and to develop their analytical skills to cope with the trends of continuous change taking place in the sports industry Keystone Master studies AISTS - International Academy of Sport Science and Technology. (Last updated Nov. 2020).
University of San Francisco - College of Arts & Sciences	Master in Sports Management	The program provides students with the opportunity to develop specific skills to enable them to classify and demonstrate knowledge of the scale and depth of the sports market, including leadership development, communication skills, decision making, problem solving, to identify the role of economics, marketing and sports law in the application of various issues in the field of sports Keystone Master studies University of San Francisco - College of Arts & Sciences. (Last updated

		Mart 2020).
Geneva Business School Barcelona, Spain	Master of International Management (specializing in sports management)	The study program develops in students' communication and technical skills to become professional specialists in the field, with a perspective to work in the sports business environment, to organize, manage merchandising and marketing teams. Career options: sports director, public relations, marketing analyst, sports agent, social media manager Keystone Master studies. <i>Geneva Business School</i> . (Last updated Aug 2020).
Georgetown University Online Georgetown, USA	Master in Professional Studies in Sports Industry Management	The master's program provides students with the entrepreneurial and leadership skills needed to launch a successful and impactful career in the sports industry. Graduates will achieve at the end of their studies global knowledge of the sports industry, in areas that include applied ethics, management, critical and analytical thinking, sports spirit and responsibility, communication, strategic planning, teamwork and group dynamics, global perspectives, management and project implementation Keystone Master studies Georgetown University Online (Last updated Mar 2020).
ESBS - European Sport Business School Valencia, Spain	Master's in sports Law	The study program provides students with knowledge of the structural organization of sport, both public and private, the regulation of relations between athletes and sports clubs, their work regime and specific features, the national and international regulatory framework applicable to sports activities, FIFA regulations, UEFA, transfers and channels of complaints and disputes in sport, alternative dispute resolution, in particular international arbitration as a method of resolving cases and disputes in the world of sport Keystone Master studies. ESBS - European Sport Business School (Last updated Sep 2020).

Aspira University College Croatia	Master's in Sports Management	It is intended for specialists who work in the field of sports and who want to develop their career, as well as for those who want to achieve a successful career in sports. After completing specialized studies in sports management, graduates acquire the skills needed to manage higher-level systems of complexity in terms of "top management" jobs, as well as the possibility to continue postgraduate studies in accordance with the Bologna Declaration. Keystone Master studies Aspira University College. (Last updated Nov 2020).
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Source: *author's own contribution*

In conclusion, we can mention that managerial - legislative - sports training is a complex of curricular contents aimed at training future professionals in professional, managerial, legislative and sports skills. The specificity of physical culture and sports, with a high media coverage, a large contingent of interested persons, requires sports managers to have adequate professional skills, to have business skills in the field, to know and apply the national and international regulatory framework to various problems encountered in the praxeology of the activity carried out. The sports training of the specialists in the field induces, in fact, the managerial-legislative one, especially for the qualified referential in sports management.

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