

RESOURCE MANAGEMENT VARIABLES AS CORRELATE OF COMMUNITY SPORTS DEVELOPMENT AMONG PUBLIC TERTIARY INSTITUTIONS IN KWARA STATE

Ibraheem Musa Oluwatoyin^{1*}, Ibraheem Tajudin Olanrewaju², Ambali Abdulrazaq³

¹*Department of Human Kinetics Education, University of Ilorin, Ilorin, Nigeria*

²*Department of Human Kinetics Education, University of Ilorin, Ilorin, Nigeria*

³*Department of Human Kinetics Education, University of Ilorin, Ilorin, Nigeria*

**ibramus200@gmail.com*

ABSTRACT. *Community sports bind families and communities through shared experienced which also empowers, inspires, and motivates individuals.* The purpose of this study was to examine resource management variables including funding, facilities, equipment and sports personnel related to the development of community sports development in public tertiary institutions in Kwara State. Purposive sampling technique was used to select seventy-two (72) respondents in all public tertiary institutions in Kwara State. Self-developed, Structured and validated questionnaire was used with test-retest method of reliability and 0.75r was obtained. Data were analyzed using inferential statistic of PPMC and the findings revealed that three (3) hypotheses tested were significant. This implies that funding, facilities, equipment and sports personnel highly contribute to community sports development. Based on the findings the following conclusion was drawn that resources management variables (funding, facility, equipment and sports personnel) were significantly correlate to community sports development. Based on the conclusion the recommendation was made: that governing council in Public Tertiary Institutions in Kwara State should made sufficient fund, adequate number of sports personnel and provision of standard sports facilities and equipment to Sports Unit (Sports Council) for the development of community sports in tertiary institution in Kwara state.

Keywords: Management resources; funding; facilities; sport personnel

ABSTRAK. Olahraga komunitas mengikat keluarga dan komunitas melalui pengalaman bersama yang juga memberdayakan, menginspirasi, dan memotivasi individu Tujuan penelitian ini untuk mengkaji variabel-variabel pengelolaan sumber daya termasuk pendanaan, fasilitas, peralatan dan tenaga olahraga yang berhubungan dengan pengembangan olahraga masyarakat di perguruan tinggi negeri di negara bagian Kwara. Teknik *purposive sampling* digunakan untuk memilih tujuh puluh dua (72) responden di semua perguruan tinggi negeri di Negara Bagian Kwara. Kuesioner yang dikembangkan sendiri, terstruktur dan divalidasi digunakan dengan metode reliabilitas tes-tes ulang dan diperoleh 0,75r. Data dianalisis menggunakan statistik inferensial PPMC dan temuan menunjukkan bahwa tiga (3) hipotesis yang diuji signifikan. Artinya, pendanaan, fasilitas, perlengkapan dan tenaga olahraga memberikan kontribusi yang tinggi bagi pengembangan olahraga masyarakat. Hasil penelitian menunjukkan variabel pengelolaan sumber daya (pendanaan, sarana, perlengkapan dan tenaga olahraga) berhubungan signifikan dengan pengembangan olahraga masyarakat. Berdasarkan kesimpulan tersebut dibuat rekomendasi: bahwa dewan pengelola di Perguruan Tinggi Negeri di Negara Bagian Kwara harus menyediakan dana yang cukup, jumlah personel olahraga yang memadai dan penyediaan fasilitas dan perlengkapan olahraga standar kepada Unit Olahraga (Dewan Olahraga) untuk pengembangan olahraga masyarakat. di perguruan tinggi di negara bagian Kwara.

Kata Kunci: Sumber daya manajemen; pendanaan; fasilitas; personel olahraga

Introduction

Management plays a central role in our national and personal activities, and the way we manage ourselves and our institutions reflect what we are a society and what will become. Management in sport organizations provide sports developments in the world and application of sports science and technology, more attention is paid to human resources management in sports and business position in sports organization (Nenad, 2011). Management in sport organizations provide sports development, general planning activities in the field of sports, organizes all relevant resources development, organized sports and business function, provide communication and coordination, deciding on the implementation of most appropriate solutions, processes and controls eliminate destructive conflict (Nenad 2011)

A Nigeria sports council was established which managed by the Nigeria Olympic Sports council. The council was purposely meant for international competitions and specifically for the Olympic Games. With time, the Nigeria Olympic Sports council was found to be lacking the necessary competency for administering all the local sports now being played. Hence, this council gave way to the national sports council which came into being in 1962 in an attempt to solve the disintegrating problem that faced the Nigeria Football Association (NFA) and the Amateur Athletic Association of Nigeria (Ajibua 2012).

Ebhojiaye (2011) stated that community sports started developing in Nigeria when it was introduced to the school system. The primary and secondary and tertiary institution then became the catchment areas of boys and girls to be introduced into sport. However, primary schools provide that first age bracket of pupils to participate in sports and recreational activities where their potential and talent can easily be discovered. This was also buttressed by Nigeria National Policy on Education (2014) that through sports, sportsmen and women would be discovered from the building stage maturity. For this purpose attention was drawn to the school sports where there are talents in abundance.

The National Policy on Education (NPE) evolved from recommendations of the National Conference. Generally, the NPE took cognizance of the needs of the Nigerians child at all levels of learning. In the same vein, the subjects offered in the curriculum were given prime intention. Specifically, the policy accorded physical education equal status with school subjects. It further prescribed that Physical and Health Education (PHE)

should be made compulsory at the junior secondary school and make it optional in Senior Secondary School. At every level of education, various games and sports associations were constituted. These include; the Nigeria University Games Association (NUGA), Nigeria Polytechnic Games Association (NIPOGA), Nigeria School Sports Federation (NSSF) etc. were responsible for Organizing School Sports.

Organization and management of school sports require standard sports facilities and equipment as it brings about community sports development. According to Haruna (2013) said that sports programmes are mainly concerned with movement and one important factor in the conduct of successful sports programme is the provision of adequate facilities, equipment and supplies. Lack of those will greatly hinder even the most proficient coach. Ajayi (2007) reported a positive relationship between the availability of standard sports facilities and sports effectiveness. The proper management of standard and relevance of these facilities contributes to athlete performance while unattractive or poor management of sports halls crowded gymnasium, non-Availability of playgrounds and surrounding that have no aesthetics can contribute to poor performance. In the same view, Heartley (2011) observed that poor maintenance of facilities and equipment leads to poor performance in sports at all level of participation. He further emphasized that any limitation of these facilities and equipment creates difficulties in presenting the desired variety of sports activities.

Collins (2011) affirmed that proper management and maintenance of sports facilities and equipment, physical educators and sports administration are endeavored to take cognizance of the sports facilities and equipment entrusted to them. He suggested that proper measures that would help physical educators and sports administrators in the management and maintenance of sports facilities and equipment to them as follows: the dearth of sports facilities and equipment in our institutions cannot be overlooked. Provision of adequate facilities and equipment is highly essential and required for successful physical education and sports programmes. The institution's authorities should not have contended with more belief that sports facilities and equipment should be maintained but should ensure that the maintenance is done promptly.

Globally, Sports become highly capital intensive. In the history of the sport, the government has been the only pillar shouldered with the responsibility of funding and management of sports in Nigeria, especially when it involves our participation in local,

state, national and international competitions. Level of sports development dictates that only the government is in position to fund and management sports because there are minimal private organizations interested in sponsoring sports completions. In Nigeria, the government finances the National Sports Council but because of the present economic situation, the government introduces some harsh economic policies like deregulation of the economy. Government finances have dropped thereby making it increasingly difficult for some sports Association raise funds they need to support their sporting programme.

Okunbor and Aibueku (2007) postulated that the poor management of sports in Nigeria is largely due to lack of fund. Little or no little funds are set aside for the provision of sports and physical activity facilities. A situation where a sports programme often results in several setbacks. Bamidele & Peter (2016) reported that the relationship between the provision of funds and the successful organisation of sports competition in schools. The authors reported further that funding is also related to the facilities, equipment and personnel management in the successful organization of the school sports competitions. It is therefore recommended that enough funds should be provided so that the needs and aspirations of competitors for the sports will be accomplished.

Mohammed (2005), stated that almost 90% of sports funds in Nigeria is provided by the government and this cannot continue if Nigeria must get to the 'promised Land' in sports, hence another ways of funding sports should be sought to ensure that sports programmes are adequately executed. Olajide (2007), observed that inadequate funds are a critical problem for sports development in Nigeria. In the same vein Ekechukwu, (2013) observed that poor maintenance culture and inadequate facilities are a major setback in football organization. They equally identified lack of sports counsellors, inadequate and poor standards of sports in structure, organization, manpower and competitions as a major militating factor in a sports event in Nigeria.

Sports personnel includes; coaches, sports managers, stadium managers and organizing secretaries. Appropriate numbers of personnel were required for the management of sports development programmes. Coaches are responsible for the improvement of the level of skills of the athletes. There is no way the quality of participation of any nation in competitive sports can improve without having well trained and experienced coaches in various sports (Bakari, 2017).

Oduwaye (2000) stated that when considering the structure and operation of an organization, one must take cognizance of the person who provides the training and sees to the smooth conduct of the day-to-day affairs of the organization. He claimed further that personnel and leadership are elements around which cooperation; loyalty, sociability and many other social traits can be developed. The efficient and effective running of any sporting organization depends on the various individuals and groups. The sports promotes understanding and acceptance of each other working closely together to achieve the goals of the organization (Oduwaye, 2000, Venkateswarlu, 2000).

In tertiary institutions setting, for instance, an efficient organization of sports programme will rely essentially on cooperative, dedicated and qualified personnel. It could be asserted therefore that the success or otherwise of any unit, department or organization in institutions depends on the quality of the staff to handle its operation. Ladani (1998) identified the tasks of sports personnel as being summed up to include planning, organizing, staffing, directing, coordinating, reporting, budgeting and evaluating which in common parlance is referred to as "POSDCORBE". All the sports personnel involved in planning, organizing, supervising and directing the sporting programmes must take part in refresher courses at regular intervals. Such stakeholders include; sportsmen and women, coaches, sports organizers, sports directors, etc. Refresher courses could be undertaken at the local level, in such places as the National Institute of Sports (NIS), Sports or Soccer Academy, similarly, advanced courses could be undertaken at the international level to keep participants in sports programmes in touch with global developments.

Bucher and Krotee (2002) highlighted the key personnel in the tertiary institution's sports committee which include the university sports unit and college sports office, the director of sports or head coach and other technical staff. The staff should be well qualified, certified, licensed and must hold membership in their respective officiating association. To ensure that only the best officials are employed, the procedure should be established to register and rate officials and determine which are the best qualified.

Effective management of sports resources in our communities encourages sports participation which promotes strong social bond, safer environment, healthier and happier citizen than communities where physical activities and sports are priorities. Despite the benefits of community sports participation, management of sports resources in most Nigeria tertiary institutions have not been making use of this as the process of harnessing

the various efforts of all in the achievements of our national values and benefits in the development of our physical potentials. Also, management of sports resources in Kwara State Tertiary Institutions in term of management of facilities and equipment, management of the fund, and personnel management is not properly utilized and this has resulted into low community sports development across the public own tertiary institutions in Kwara state which also affects the performance of Kwara state sports council in sports competitions. It is on this note that the researcher interested in investigating resource management variables as the determinant of community sports development among public tertiary institutions in Kwara State. The hypotheses is: 1) There is no significant correlation between the provision of standard facilities, equipment and community sports development in public tertiary institution, Kwara state, 2) There is no significant correlation between funding and community sports development in public tertiary institution, Kwara state, 3) There is no significant correlation between human resources management and community sports development in public tertiary institution, Kwara state.

Methodolgy

The descriptive research design of survey method was adopted for this study. The population for this study comprised all staff of sports units in public tertiary institution, Kwara state (University of Ilorin (15 staff), Kwara State University Malete (11 staff), Kwara State Polytechnic Ilorin (10 staff), Federal Polytechnic Offa (12 staff), Kwara State College of Education Ilorin (9 staff), Kwara State College of Education Oro (8 staff), and Kwara State College of Education Lafiagi (7 staff)) totalling 72 staff in public tertiary institutions in Kwara state. Purposive sampling technique was used to select all 72 respondents in public tertiary institution, Kwara state. A structured questionnaire of Likert rating scale format was employed for this study. The instrument was validated by the experts in the field of Human Kinetics Education and Sports Management. The reliability level of the instrument was established through test-retest method and correlation co-efficiency of 0.74 was obtained. The administration of the instrument was done by the researchers and two trained research assistants. The data collected were analysed using inferential statistics of Pearson Product Moment Correlation to test the postulated hypotheses at 0.05 alpha levels.

Result and Discussion

Table 1 shows the calculated r-value of 0.64 against the critical p-value of 0.000 with 70 degrees of freedom at 0.05 alpha level since the p-value of 0.000 is less than 0.05 hence the null hypothesis that stated that There is no significant correlation between provision of standard facilities, equipment and community sports development in public tertiary institution, kwara state is therefore, rejected which implies that provision of standard facilities and equipment contribute to community sports development in public tertiary institution, kwara state. The result of the finding corroborated Haruna (2013) who said that sports programmes are mainly concerned with movement and one important factor in the conduct of successful sports programme is the provision of adequate facilities, equipment and supplies. Lack of those will greatly hinder even the most proficient coach. Aslo, Ajayi (2007) reported a positive relationship between availability of standard sports facilities and sport effectiveness. The availability of standard and relevance of these facilities contributes to athlete performance while unattractive sports halls crowded gymnasium, non-availability of play grounds and surrounding that have no aesthetics can contribute to poor performance. In the same view, Heartley (2011) observed that poor maintenance of facilities and equipment leads to poor performance in sports at all level of participation. He further emphasized that any limitation of these facilities and equipment creates difficulties in presenting the desired variety of sports activities.

Table 1: PPMC Analysis Showing the Correlation between Provisions of Facilities, Equipment and Community Sports Development

Of Facilities, Equipment and Community Sports Development							
Variable	No	X		df	r-value	p-value	Decision
Provisions of Facilities and Equipment	72	3.87	0.72	70	0.64	.000	H0 Rejected
Community Sports Development	72	3.90	0.86				
P<0.05							

Table 2 shows the calculated r-value of 0.58 against the critical p-value of 0.001 with 70 degrees of freedom at 0.05 alpha level since the p-value of 0.000 is less than 0.05 hence the null hypothesis that stated that There is no significant correlation between funding and community sports development in public tertiary institution, kwara state is therefore,

rejected which implies that funding correlate to community sports development in public tertiary institution, kwara state. The finding of the second hypothesis was in line with Bamidele & Peter (2016) reported that relationship between provision of funds and the successful organisation of sports competition in schools. The authors reported further that funding is also related to the facilities, equipment and personnel management in the successful organization of the school sports competitions. It is therefore recommended that enough funds should be provided so that the needs and aspirations of competitors for the sports will be accomplished. Olajide (2007), observed that inadequate funds is a critical problem for sports development in Nigeria. In the same vein Ekechukwu, (2013) observed that poor maintenance culture and inadequate facilities is a major setback in football organization. They equally identified lack of sports counselors, inadequate and poor standards of sports in structure, organization, manpower and competitions as a major militating factor in sports event in Nigeria.

Table 2: PPMC Analysis Showing the Correlation between funding and Community Sports Development

Community Sports Development							
Variable	No	X		<i>df</i>	<i>r-value</i>	<i>p-value</i>	<i>Decision</i>
Funding	72	2.06	0.71	70	0.58	.001	H0 Rejected
Community Sports Development	72	2.03	0.81				
P<0.05							

Table 3 shows the calculated r-value of 0.83 against the critical p-value of 0.000 with 70 degrees of freedom at 0.05 alpha level since the p-value of 0.000 is less than 0.05 hence the null hypothesis that stated that There is no significant correlation between sports personnel and community sports development in public tertiary institution, kwara state is therefore, rejected which implies that sports personnel correlate to community sports development in public tertiary institution, kwara state . This finding was in line with Oduwaye (2000) stated that when considering the structure and operation of an organization, one must take cognizance of the personnel who provides the training and sees to the smooth conduct of the day-to-day affairs of the organization. He claimed further that personnel and leadership are elements around which cooperation, loyalty, sociability and many other societal traits can be developed. Bucher and Krotee (2002) highlighted the

key personnel in the tertiary institutions sports committee which include, the university sports unit and college sport office, the director of sports or head coach and other technical staff. Therefore, they should be well qualified, certified and licensed and hold membership in their respective officiating association. To ensure that only the best officials are employed, procedure should be established to register and rate officials and determine which are the best qualified.

Table3: PPMC Analysis Showing the Correlation between sports personnel and Community Sports Development

Variable	No	X		df	r-value	p-value	Decision
Sports personnel	72	2.91	0.92	70	0.83	.000	H0 Rejected
Community Sports Development	72	3.24	0.97				

$P \leq 0.05$

Conclusion

Based on the findings of the study, the conclusion was drawn that resources management variables (funding, facility, equipment and sports personnel) were significantly correlate to community sports development among public Tertiary Institutions in Kwara State. Based on the findings of this study, the following recommendations were made: 1) Governing council in Public Tertiary Institutions in Kwara State should made sufficient fund to Sports Unit (Sports Council) for the development of community sports in tertiary institution in Kwara state, 2) Governing council in Public Tertiary Institutions in Kwara State should made appropriate and standard sports facilities and equipment available for optimal performance of the athletes in sports competition which will promote community sports development in Kwara State, 3) Governing council in Public Tertiary Institutions in Kwara State should employ qualified and adequate number of sports personnel to sports unit (Sports Council) for effective running of sporting activities which will enhance community sports development in Kwara State, Nigeria.

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