

THE COMPETENCY TO PLAN, IMPLEMENT AND EVALUATE THE PROCESS OF TRAINING FOR SPANISH SPORT INSTRUCTORS

Beatriz Bernabé¹, María Dolores González-Rivera²
and Antonio Campos-Izquierdo¹

1. Technic University of Madrid.
2. Alcalá University.

Correspondence: beatriz_bm2@hotmail.com

INTRODUCTION

The competency development is a pillar in order to form trained physical activity and sport instructors (Cunha, Mesquita, Moreno, Ticket, Tavares & Silva, 2010), being one way to use the knowledge and the ability strategically (Kirschner, Vanvilsteren, Hummel, & Wigman, 1997). In the field of sport, numerous studies identify the competencies related to the role of the coach and the sport instructor. The Aligning European Higher Education Structure project in Sport Science (Petry, Froberg & Madella, 2006) highlighted the competencies relating to assessment and planning.

Planning is one of the most important competencies to instruct a sport lesson properly (Buceta, 2004). In the same way, evaluation has always been a core competency, it is necessary to evaluate not only the results but also the process (Cushion, Armour & Jones, 2013).

Therefore, taking into account the role of the competencies to better perform the role of physical activity and sport instructors, the following objectives have been set:

1. Study the degree of importance of the competency: plan, develop and evaluate the training process at different levels for Spanish sport instructors.
2. Observe whether the experience, gender, age or the maximum level of studies influence in the degree of importance of the competency: plan, develop and evaluate the training process at different levels for Spanish sport instructors.

METHOD

Participants

600 Spanish physical activity and sports instructors participated in this study of which 401 were men and 199 were women. The age range was

between 16 to 70 years. These 600 sport instructors were part of a large study with 2500 participants.

As an infinite population, it is working with the confidence interval of 95.5%.

Variables

The dependent variable of the study was the importance of the professional competencies and the independent variables were the experience, gender, age and the maximum level of studies.

Instrument and procedure

A quantitative methodology of a descriptive reach was employed. A questionnaire was used as a tool on occupational and organizational structure of the human resources of physical activity and sport in Spain "PROAFIDE" (Campos-Izquierdo, 2011). This questionnaire has been validated and performed by an oral, individual and standardized interview. It took about 15 minutes and it was conducted in the facilities where the sport instructors worked.

Data Analysis

SPSS version 19.0 software was used for statistical analysis. An univariate and a bivariate descriptive analysis and an inferential analysis were performed using contingency tables, including the Pearson χ^2 value and the correlation coefficient Phi.

RESULTS

Almost 80% of physical activity and sports instructors consider that the competency: plan, develop and evaluate the training process is quite important or very important, only the 2% think that it is not important and 4.8% that it is very unimportant.

Following the results presented in Table 1, it becomes clear that regardless of experience, gender or age, physical activity and sport instructors believe that the competency we are studying is quite important or very important. If we analyzed each variable, when the sport instructors have more experience, they think that the responsibility of planning, developing and evaluating the training process is more important. If we refer to gender, men believe that this is more important than women. In terms of age, as sport instructors get older they give more importance to this competency, being that those sport instructors aged 45 years or more the sport instructors who have the highest percentages, reaching 83.9% from 45 to 59 years and 80% when they are 60 years or older. According

to the highest level of education, the sport instructors who studied at the university believed that this competency is more important.

TABLE 1
The importance of the competency: plan, develop and evaluate the training process at different levels depending on experience, gender, age and highest level of education.

Degree of importance	Experience		Gender		Age			Highest level of education				
	Less than 10 years	10 years or more	Male	Female	16-29	30-44	45-59	60 or more	University graduate	Vocational program	Secondary school	Primary school and less
Not important	2.2%	1.5%	1.5%	3%	2.3%	2.1%	0%	0%	2.2%	3.4%	1.4%	0%
Very unimportant	4.4%	5.7%	3.2%	8%	4.9%	5.2%	3.6%	0%	5.3%	4.1%	4.7%	7.7%
Important	21.7%	8.2%	16.7%	18.6%	21.7%	10.3%	16.1%	05	15.3%	16.6%	20.6%	7.7%
Quite important	29.3%	27.3%	27.7%	30.7%	30.7%	27.3%	14.3%	20%	28.9%	29.7%	27.1%	38.5%
Very important	42.4%	57.2%	50.9%	39.7%	40.3%	55.2%	83.9%	80%	48%	46.2%	46.7%	46.2%

DISCUSSION

The present study was designed to identify the degree of importance of the competency: plan, develop and evaluate the training process at different levels for physical activity and sport instructors in Spain.

They believe that it is quite important or very important to perform their job effectively. These results are supported by the National Coaching Program Certification which says that medium-term and long-term planning is essential for coaches and instructors to carry out their jobs with quality and efficiency. According to Buceta (2004), planning is one of the most important functions of the coach. Continuing with the assessment, it is another important step in teaching physical activity and sports, coaches normally develop coaching strategies through a process of reflection (Gilbert & Trudel, 2001).

Physical activity and sport instructors with more experience are those who think that the competency to plan, develop and evaluate the training process is very important, moreover the acquisition of this competency is one of the key elements to become an expert sport instructor and they need to acquire it to achieve high levels of mastery (Vallee and Bloom, 2005). These authors also founded that expert coaches drew up a complete plan for the season.

The instructors with an university degree believe that this competency under study is more important. Furthermore, as Cunha. G. et al. (2010) investigated; these instructors are also perceived as more competent. This could be because they have more training and learning experiences.

Referring to gender and age, males sport instructors with more than 45 years are those who think that the competency of study is quite important or very important. This may be because they have more experience in this field and they know the importance of this competency to improve in every lesson and to be a competent sport instructor.

In conclusion, according to the physical activity and sport instructors, the competency: plan, develop and evaluate the training process at different levels is quite important or very important. The physical activity and sport instructors who were men with experience and who aged 45 years or more thought that competency was more important.

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