

Sports Personnel and Scheduling/Programming as Inhibitors to Sports Development among Tertiary Institutions in Oyo State, Nigeria

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Abstract:- This study investigated on sports personnel and sports scheduling/programming as inhibitors to sports development among tertiary institutions in Oyo state, Nigeria. The descriptive survey research design, a population consisting of all teaching staff, all the students in all the tertiary institutions in Oyo state, the multi-stage sampling technique (simple random and convenient sampling techniques), the self-developed and structured questionnaire and the non-parametric statistics of Chi-square (χ^2) set at 0.05 Alpha levels were used for the study. Two research hypotheses of sports personnel and sports scheduling/programming were the independent variables. The findings revealed a calculated X^2 value of 306.96, for sports personnel and a calculated X^2 value of 23.02 for sports scheduling/programming both at df 1, with a table value of 3.841. Consequently, since the calculated X^2 values are higher than the table values, both hypotheses were hereby rejected. It was therefore concluded that personnel that could encourage sports participation are not adequate and most of the tertiary institutions in Oyo State do not provide adequate room for sports participation. Based upon the findings, it was therefore, recommended that the Senate/Governing bodies in the Tertiary institutions in Oyo State should make case for the employment of qualified and competent sports personnel. Also, proper planning that can create free time and enable students participation should be made on schools programmes, which will make space and encourage sports participation among the students.

Keywords:- Personnel, Scheduling/Programming, Inhibitors, Development.

I. INTRODUCTION

Sport is a big business the world over. It is a highly competitive and technical phenomenon that needs efficient, capable, qualified and dedicated persons in its conduct so that, its aims and objectives would be enthusiastically pursued and realized. These could be achieved through good knowledge of administration with adequate administrative parameters.

Personnel for sports programmes in Nigeria tertiary institutions are not only grossly inadequate, but also in

most cases poorly trained or unqualified for their jobs (Mgbor, 2002). According to Onifade (2015), most of our higher institutions do not have enough coaches. There are situations where there is only one coach in some institutions and this coach doubles as the coach to all sports and as the sports organizer. One wonders how much this kind of a coach can achieve and how much student athletes will benefit from him, however, where there is a reasonable number of coaches, most of them are not formally trained as coaches. They are usually retired athletes and in some cases with a degree in physical education. Whereas, a degree in physical education or being a former sports star does not make one a professionally qualified coach since coaching has become a science, a profession and highly technical.

Nwankwo (2006) stated that the importance of personnel to any organization could not be over-emphasized. She stressed further that sports personnel should have the knowledge, research ability, ability to keep abreast with the latest things and possess all physical and psychological characteristics necessary for success in sports. To have this calibre of personnel, the administrators should employ the best candidates available based on expertise, ability to produce desired results, and not on the basis of favoritism, ethnicity or sentiments.

Owolabi (2015), argued that the typical Nigerian University coach instead of grooming his own star - athletes prefers to recruit ready-made star athletics in order to enhance his success at intercollegiate competitions. Onifade (2015), also reported that on many occasions, coaches in tertiary institutions in a desperate move to keep their jobs, will a few weeks to any major competition go all out to recruit mercenaries who are established stars to win medals. For instance during the NUGA competition at UNIMAID, some institutions were caught in this ugly act. Student athletes are thus affected psychologically with such practices. One can imagine the frustration of a student athlete that has expended so much time, effort and energy training for a competition only to be dropped at the last minute for a mercenary. The affected athlete may never participate in sports again. He stated further that with low level and inadequate coaching, athletes cannot improve on their performance and will not be able to reach their full potential. He emphasized that to conduct an effective

sports programme, competent staff are needed. They must be adequate in number and also be professionally qualified to handle their jobs.

Scheduling in sports has to do with sports programme planning and implementation which has to be carried out according to laid down plan. Scheduling is the process of stating or outlining programmes in terms of time frames for implementation in respect of the time based functions of the sports administration and organizes which are very crucial. Awosika (2002) opined that scheduling is very difficult and requires, brain work because the calculation and time involved is more valuable than facilities and equipment.

It is therefore pertinent to note that sports administrators need and require proper scheduling of sports programme for both the training session and competition period. In the same vein, Asagba (2002) opined that equipment, facilities and seasons of the year are primary variables that determine the time for sports programmes. He recommends late afternoon in addition to weekend days may be suitable for competitive and recreational sports. Programming in sports and athletics represents experiences and activities that meet the objectives of the profession or sports organization. He further stated that, selection, guidance and evaluation of experiences and activities are required to achieve both long-term and immediate goals.

Based on the researcher's practical experience, personal interest and involvement in sports, it was observed that most tertiary institutions in Oyo state do not involve in sports programmes. However, it is noted that sports programmes, if well packaged and show cased, can promote schools by exposing them to people outside the school and school community. Also, regular sports participation can lead to sport development in schools. Suffice it to say that most tertiary institutions in Oyo state, do not participate sports programmes, hence their level of sports development is low. The researcher therefore, attempted to know if sports lack or inadequate sports personnel and sports scheduling/programming are the inhibitors to sports development in tertiary institutions in Oyo state.

Oyo State is one of the states in the south western part of Nigeria, created out of the former Western State of Nigeria on February 3, 1976. It is located within latitudes 7° 0' and 9° 10' N, and longitudes 20° 40' and 40° 35' E with a total land mass of 28,249 square kilometers and population of 5,591,589 according to 2006 census. It is bounded in the north by Kwara State, in the east by Osun State, in the

south by Ogun State and in the west partly by Ogun State and partly by the Republic of Benin. The state is inhabited mainly by people of the Yoruba ethnic group. Ibadan, the state capital is the largest indigenous city in sub-saharan Africa. The state has thirtythree (33) Local Government Areas (LGAs). The first degree awarding institution in Nigeria is the University of Ibadan (established as a college of the University of London when it was founded in 1948, and later converted into an autonomous university in 1962). The other universities in the state are: Lead City University, Ibadan, Ajayi Crowther University, Oyo, Kola Daisi University, Ibadan, Dominion University and the Ladoko Akintola University of Technology, Ogbomoso. The Polytechnic, Ibadan Oyo State College of Agriculture and Technology Igbo Ora, Adeseun Ogundoyin Polytechnic, Eruwa is located in Oyo State. There are 324 secondary schools and 1,576 public primary schools in the state. Other noteworthy institutions in the city include the University College Hospital; the first teaching hospital in Nigeria and the International Institute of Tropical Agriculture (IITA). Cocoa House was the first skyscraper built in Africa. The state is home to NTA Ibadan, the first television station in Africa, and the Obafemi Awolowo (formerly, Liberty) Stadium, a stadium with a capacity of 35,000.

II. METHODOLOGY

The descriptive survey research design, all teaching staff, all the students in all the tertiary institutions in Oyo state, the multi-stage sampling technique (i.e. simple random technique was used to select three tertiary institutions (one university, one polytechnic and one college of Education), and while the convenient sampling technique was used to select two hundred participants from each of the three selected tertiary institutions), the self-developed and structured 4-point modified Likert scale type questionnaire, with the weight allotments of Strongly Agree (SA)=4 points, Agree (A)=3 points, Disagree (D)=2 points and Strongly Disagree (SA)=1 point was used for data collection and the non-parametric/inferential statistics of Chi-square (χ^2) set at 0.05 Alpha levels were used for the study.

III. DATA ANALYSIS AND DISCUSSION OF FINDINGS

Research Question I: Would inadequate sports personnel be an inhibitor to sports development among tertiary institutions in Oyo state?

Hypothesis 1: Inadequate sports personnel will not significantly be an inhibitor to sports development among tertiary institutions in Oyo state.

Variable	Cal χ^2	t- value	Df	P-value	Decision
Inadequate Personnel	306.96	3.841	1	.05	Rejected

Table 1:- Inadequate Sports Personnel and Sports Development

Table one above indicated a calculated X^2 value of 306.96, while the table value is 3.84, at the degree of freedom (d1) 1, and the decision rule says that if the calculated X^2 value is greater than that of the table value, the hypothesis should be rejected. Therefore, the hypothesis that says that inadequate sports personnel will not significantly be an inhibitor to sports development among tertiary institutions in Oyo state is hereby rejected.

Sport has become a big business the world over. It is highly competitive and technical. It therefore needs efficient, capable, qualified and dedicated persons in its conduct so that, its aims and objectives would be enthusiastically pursued and realized. These could be achieved through good knowledge of administration with adequate administrative parameters.

In line with the above, Amuchie, (2007) suggested that, more sports personnel should be posted to institutions of learning to boost the number of qualified personnel handling sports programmes. In support of the above, Ikulayo, (2016) noted that; competent and dedicated personnel are required to executive sports programmes. She further suggested that, such people employed for sports must have been exposed to adequate knowledge about the mechanical and technical demands of their callings and be conversant with the associated problems in sports. According to Kreitner, (2002), sports personnel are human resource planning, acquisition and development aimed at providing the talents necessary for organizational success. These personnel are endowed with special qualities to work for the organisation to achieve its objectives. Mgbor (2002), said that, personnel for sports programmes in Nigeria tertiary institutions are not only grossly inadequate but also in most cases poorly trained or unqualified for their jobs (Mgbor, 2002). According to Onifade (2015), most of our higher institutions do not have enough coaches. There are situations where there is only one coach in some institutions and this coach doubles as the coach to all sports and as the sports organizer. One wonders how much this kind of a coach can achieve and how much student athletes will benefit from him. Where there is reasonable number of coaches, most of them are not formally trained as coaches. They are usually retired athletes and in some cases with a degree in physical education. Whereas a degree in physical education or being a former sports star does not make one a professionally qualified coach since coaching has become a science, a profess and highly technical.

Owolabi (2015) argued that the typical Nigerian University coach instead of grooming his own star-athletes prefers to recruit ready-made star athletic in order to enhance his success at intercollegiate

competitions. Onifade (2015) also reported that on many occasions, coaches in tertiary institutions in a desperate move to keep their jobs, will in a few weeks to any major competition go all out to recruit mercenaries who are established stars to win medals. For instance during the NUGA competition at UNIMAID Maiduguri, some institutions were caught in this ugly act. Student athletes are thus affected psychologically with such practices. One can imagine the frustration of a student athlete that has expended so much time, effort and energy training for a competition only to be dropped at the last minute for a mercenary. The affected athlete may never participate in sports again. He stated further that with low level and inadequate coaching, athletes cannot improve on their performance and will not be able to reach their full potential. He emphasized that to conduct an effective sports programme, competent and adequate staff are needed. They must be adequate in number and also be professionally qualified to handle their jobs.

Omoruan (2016) opined that the coach must be competent and be current with changes in the rules or laws of the game or sports. He further asserted that sports personnel should possess the right attitudes and competent skills relevant in their sports to enable them function well. He opined that the effective control and management of sports programme tends to fail or succeed at the personnel level. Also, Oniyiliogwu (1985) asserted that the most disturbing problem in organizing sport at any level is that of personnel.

Ikhioya (2015) stated that sports growth and development in Nigeria are issues, which government, interest groups and (the public) have tried to comprehend and articulate and which have led to the formulation of a sport development policy. The policy was to give sports a fundamental perspective, comprehensive outlook, commercial, oriented insight, purposeful focus, grassroots assimilation and national spread. The problem of sports development is not on the policy itself, but on the implementation, with the important and prominent roles played by some vital personnel not fully conceptualized and operationalised.

Nwankwo (2006) stated that the importance of personnel to any organization could not be over-emphasized. She stressed further that sports personnel should have the knowledge, research ability, ability to keep abreast with the latest things and possess all physical and psychological characteristics necessary for success in sports. To have this caliber of personnel, the administrators should employ the best candidates available based on expertise, ability to produce desired results, and not on the basis of favoritism, ethnicity or sentiments. Also, there must be sufficient incentives to gear members of staff.

Research Question 2: Would sports scheduling/programming be an inhibitor to sports development among tertiary institutions in Oyo state?

Hypothesis 2: Sports scheduling/programming will not significantly be an inhibitor to sports development among tertiary institutions in Oyo state.

Variable	Cal X^2	t- value	Df	P-value	Decision
Sports Programming	23.02	3.841	1	.05	Rejected

Table 2:- Sports Scheduling/Programming and Sports Participation

Table two above indicated the calculated X^2 value of 23.02 at df 1, with a table value of 3.841. Consequently, since the calculated X^2 value is higher than the table value, the hypothesis that says sports scheduling/programming will not significantly be an inhibitor to sports development among tertiary institutions in Oyo state is hereby rejected. Awosika, (1993) contributing on sports programming stated that, sports programming is the process of outlining and explanation of the order of activities to be pursued in a plan of work schedule. The systematic following of the activities programmed in sports will go a long way in improving performance and participation in sports and subsequently the realization of its aims and objectives.

IV. SUMMARY

This study was on sports personnel and sports scheduling/programming as inhibitors to sports development among tertiary institutions in Oyo state, Nigeria. The descriptive survey research design, a population consisting of all teaching staff, all the students in all the tertiary institutions in Oyo state, the multi-stage sampling technique (simple random and purposive sampling techniques), the self-developed and structured questionnaire and the non-parametric statistics of Chi-square (χ^2) set at 0.05 Alpha levels were used for the study.

V. CONCLUSION

Based on the findings of this researcher, the following conclusions are made:

- Personnel that will encourage sports participation are not adequate in tertiary institutions in Oyo State.
- Most of the tertiary institutions in Oyo State do not provide any room for sports participation.

RECOMMENDATIONS

Based upon the findings of this researcher, the following recommendations are made:

- Senate/Governing bodies in Tertiary institutions in Oyo State should make case for the employment of qualified and competent sports personnel.
- Proper planning that can create free time and enable students participation should be made on the school programme, which will make space and encourage sports participation among the students.

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