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**EFFICIENCY REGARDING THE SPECIALISTS IN THE
NATIONAL SPORTS SYSTEM IN ROMANIA**

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Abstract

Romania outstood throughout time in the Olympic Games with valuable sportsmen, gaining respect and consideration; this way sport has become one of the most efficient ambassadors of our country abroad. Along with the change of the social system, following 1989, sports had also to adapt to the requirements of market economy, change which has materialised, among others, in decreases of value confirmed by great sportive competitions.

This research brings into attention an indicator not promoted in specialty culture, that is the report between human resources categories (sportsmen versus specialists), shortened RSS. Without knowing and imposing an optimal value of RSS according to each sport, the research presents the RSS dynamics during the latest Olympic cycles, creating observational correlations between top results and RSS value for each sports federation and Olympic cycle. The accuses brought to the lack of financing in sports must be mitigated as long as the trainers are paid from public money for an activity they perform with too few sportsmen.

Acknowledging and imposing an optimal value of RSS for each sports federation may contribute to making more efficient the trainers' activities, creating new premises for the mass basis of performance sport, highlighting sports that are attractive for children and young people and rendering objective the problems within the sports in crisis.

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Keywords: National sports federations; human resources; sportsmen; trainers; top sport results.

1. Introduction

Throughout the last century, Romania outstood globally in a special way by exceptional sport results and even generated models and legendary names in the collective mentality of the entire world. The Olympic Games organised in the latest 4 Olympic cycles highlight, nonetheless, a drawback of top

sports results, the number of medals being in a continuous decrease. This process may be considered a slow one, directly related to the change of social system in Romania in the year 1989. The Romanian sports system had to adapt to the profound democratic changes, and ‘the greenhouse sport’, which could be practiced just by some talented, carefully chosen citizens, was replaced by the sport of all citizens (of young people, adults, seniors, sufferers) but with negative consequences as far as international acknowledgement is concerned. Despite of these transformations, Romania, a country which holds an elite sports tradition, with good specialists in the field of performance and great performance sports and with special human gifts, can and must revive the Olympic top results through a more performant management.

Olympic top results may be most often generated by a qualitative organisational system, meant to select, prepare and preserve top sportsmen for a certain period of time; exceptionally, top results can be obtained by exceptional human elements that may exist and remark themselves even in spite of a poor organisational system.

The legislative frame in the domain of young people and sport is characterised by numerous transformations, which diminish the implementation capacity through the lack of exactness in defining roles and responsibilities; sometimes there even occur superposition of responsibilities and organisational structures [8, section 7]. Centring sports development politics on the citizen is a result of the decentralisation process, assumed and accepted by all post-1990 governments [8, chapter IV]. Although sport is an activity of national interest, supported by the state [4], Romania’s official politics admit that ‘sports facilities and those generally intended for young people present a real disparity as to the EU countries, corrective measures being necessary’ [8, p. 2]. At the same time, attracting a bigger and bigger number of sport practitioners represents a priority of the current governing program in the domain of young people and sport. Romanian citizens must understand to a wider extent that exercising exerts an influence which is more important than any other social movement and they must adopt a proactive action in touch with physical realities [3].

2. Problem statement

- a. Decreasing trend of medals at the Olympic Games during the latest 4 Olympic cycles. At the Olympic Games in Sidney – 2000, Romania obtained 26 medals but the number decreased continually up to 4 medals at the Olympic Games in Rio -2016.
- b. The big margin of error of the results prognoses expressed by sports federations’ representatives. Practically, they have predicted minimum 12 and maximum 16 medals at the Olympic Games 2016, while Romania obtained just 4. (Enciu A., 2014). This fact generates a lack of trust in identifying the causes and readjusting sports politics.
- c. Sports federations which register a smaller and smaller number of legitimations are characterised as declining (Sotiriu D., Sotiriu R., 2007), and there are required managerial measures of recovery or limitation.

3. Purpose of the study

Quantitative analysis of human resources of the national sports federations whose aim is to support Olympic sports. Practically, the research analyses and compares the report between sportsmen (participants in official competitions - in special) and the specialists (trainers - in special) in the field, abbreviated RSS, for each sports federations.

$$RSS = \frac{\text{no.sportsmen}}{\text{no.specialists}} \quad (1)$$

4. Material and methods

In the research there were used the official data published by national sports federations in the Sports Yearbooks in 1998, 2003, 2006, 2010, 2014, regarding the number of sportsmen and specialists added to each sports federation, as well as the type of sports structure in the year 2014 (of public law or private law). The data were interpreted statistically through simple operations (addition and arithmetic average grade).

5. Findings

Table 1. Tipe of structures reported by sports olympic federations* – Romania, 2014

No.	Olympic federations	Law sports pubic structures	Law sports private structures
1	Athletism	81	19
2	Badminton	47	53
3	Basketball	36	64
4	Bobsleigh	53	47
5	Boxing	35	65
6	Rowing	79	21
7	Equestrian	0	100
8	Football	17	83
9	Gymnastics	97	3
10	Rhythmic gymnastics	80	20
11	Weightlifting	81	19
12	Handball (2013)	58	42
13	Judo	61	39
14	Kayak canoe	81	19
15	Wrestling	80	20
16	Swimming	52	48
17	Polo	60	40
18	Rugby	67	33
19	Ski biathlon	50	50
20	Fencing	77	23
21	Taekwondo	0	100
22	Tennis	18	82
23	Table tennis	44	56
24	Archery	35	65
25	Shooting	45	55
26	Triathlon	17	83
27	Volleyball	60	40
	average	52%	48%

*without county Associations per sports branches

Table 2. Balance between sportsmen/specialists registered by the federations with Olympic/non-Olympic representation

	Sportsmen		Specialists	
	legitimated	participants	trainers	Instructors
Olympics Federations (n=27)	79%	89%	89%	31%
Non –Olympics Federations (n=34)	21%	11%	11%	69%

Table 3. Dynamics of the report between the number of participants in the national competition system and the number of trainers (RSS) at individual sports with Olympic potential in the latest 4 Olympic cycles

Sports	1998*	2003	2006	2010	2014
Athletism	28	12	5	7	14
Boxing	14	10	9	9	8
Rowing	13	17	11	11	10
Gymnastics	11	4	4	3	3
Judo	17	12	19	18	15
Kayak canoe	14	13	14	13	11
Wrestling	14	10	20	22	11
Swimming	19	16	10	13	9
Fencing	15	11	12	14	18
Tennis*	28	27	32	37	11
Table tennis	13	12	12	13	13
Shooting	7	6	8	5	8
average	16	13	13	14	11

*Out of lack of data, it was used the report between legitimated sportsmen and specialists (trainers + instructors)

Table 4. Dynamics of the report between the number of participants in the national competition system and the number of trainers (RSS) at team sports in the latest 4 Olympic cycles

Sports	1998**	2003	2006	2010	2014
Basketball	34	*	20	17	28
Handball	18	17	14	18	20***
Football ****	21	28	*	27	32
Polo	11	*	13	15	27
Rugby	40	19	*	*	22
Volleyball	35	12	14	16	10
Average	27	19	15	19	20

*incomplete data

** out of lack of data, it was used the report between legitimated sportsmen and specialists (trainers +instructors)

*** data of 2013

****Report between the number of legitimated sportsmen and total specialists (trainers + instructors)

Table 5. Specialty assistance of the Olympic team in the middle of the Olympic cycles

Year	No. of sportsmen	No. of specialists	RSS
2002	223	138	1,6
2006	257	169	1,5
2010	251	211	1,2
2014	160	148	1,1

6. Data interpretation

In Table 1 outstand the Equestrian and Taekwondo federations presently considered in Romania without Olympic potential and they are not the object of our research. Football and tennis federations have developed a very big share of sports structures of private law - 83% and 82% (Table 1). The management of these federations is decentralised and little influenced by national public management, and this is the reason why, in Tables 3 and 4, we considered the data of the report between the number of legitimated sportsmen and the total number of specialists (trainers + instructors) as being representative for these federations.

In Table 1 there comes out the average of the sports structures of private law, respectively 48%, as compared to the 25% public structures, at the Olympic sports in Romania, quantity which has a raising tendency in the near future, as a result of the more and more important role of sports within the society. The increase of the number of private law structures should be welcomed, since they succeed easier in diversifying the ways in which they attract financial resources and reduce sports dependence on state budget contributions (Mihăilescu N., 2008). In developed countries, especially in Europe, performance sport tends to support itself, while the state, government and politics must only create the proper conditions for it to function (Badea C., 2016). The increase of the number of private law structures announces the creation of a solid basis of mass sports practitioners in our country, among whom, by using correct economic mechanisms (sponsorship, advertisement, marketing, promoting), the most valuable sportsmen will be selected for performance sports.

The results in Table 2 show a normal distribution of sports human resource in Romania at the Olympic sports versus non-Olympic sports, based on the following arguments:

- In Olympic sports and branches there are included approximately 4 times more children and young people in comparison with non-Olympic ones;
- While the training in Olympic sports is ensured by trainers, in non-Olympic sports this is especially carried out by instructors;
- In the subsequent analysis of the human resource of the Olympic sports there shall be considered the data with the biggest representation, respectively, the number of participants in the national competition system (89% participants as to 79% legitimated) and the number of trainers (89% trainers in comparison with 31% instructors).

As a general conclusion following the analysis in Table 3, for the period 1998-2014, considering individual sports there can be generally noticed a decrease of RSS, since the report diminishes in the majority of the situations analysed. The situation of these data is even more critical as it is ascertained that, in general, while the number of participant sportsmen decreased (in spite of the increasing number of competitions following a wider and wider diversification of sports), the number of specialists increased.

At the same time, there must be also noticed the development of private law structures, with a big contribution in the area of primary sports, mass sports or that of the sports for all, practiced within sports federations that manage Olympic sports. These aspects must be further welcomed and encouraged as they contribute to carrying out the performance pyramid recognised by sports systems in the entire world.

The most critical situation appears in the case of gymnastics, with a decrease of almost 4 times of the RSS in the latest 4 Olympic cycles. Without pretending to appreciate the optimal number of

sportsmen that a gymnastics trainer should justify, we state that the value '3' is ridiculously small in the present context, in comparison with the activity of other trainers in other sports, but also in comparison with the efficiency of the same trainers' activity in the years in which Romanian gymnastics represented a world brand. Shooting federation also registers very low values of RSS. Unexplainably fluctuant values of RSS can be noticed in the case of athletics federation.

A relative constancy of RSS can be noticed in the case of judo, kayak-canoe and table tennis federations. At present, positive trends can be noticed in the case of athletics – after a long period of drawback – and fencing federations. The gold medal at fencing at the Olympic Games in Rio 2016 can be also explained by the continuous quantitative increase of RSS in the latest 4 Olympic cycles.

Negative trends of RSS can be noticed in the case of boxing, rowing, wrestling, swimming federations. An extremely worrying value appears in the case of tennis federation, which, after three constantly positive cycles that formed the basis of the present valuable generation of seniors, registers at present almost 4 times diminished values of RSS!

In the case of team sports, the RSS indicator presents values higher than in the case of individual sports, explainable by the necessity to build-up at least two teams in order to carry out trainings. Positive trends of RSS can be noticed in the case of most sportive games federations, except volleyball federation which registers a low RSS throughout the 4 Olympic cycles, almost close to the critical value (10 is the number of players in two volleyball teams, without reserves).

Table 5 implies that, although Romania's Olympic results are decreasing, specialty assistance of the Olympic teams was, during the latest Olympic cycles more and more varied. This aspect incriminates the value of the representative sportsmen at the Olympic Games, possibly due to the decrease of the real basis of selection within performance and great performance sport.

7. Conclusions

Romania outstood throughout time in the Olympic Games with valuable sportsmen, gaining respect and consideration; this way sport has become one of the most efficient ambassadors of our country abroad. Along with the change of the social system, following 1989, sports had also to adapt to the requirements of market economy, change which has materialised, among others, in decreases of value confirmed by great sportive competitions. In spite of the nostalgias of great performances obtained by communist Romania, there are just few people willing to admit the fact that those exceptional results were the consequence of a 'greenhouse sport' in which just the gifted ones practised sports and not the entire people. Nowadays, sports represents a system under deep change which is, as days go by, more offering to all categories of young citizens, adults, seniors, sufferers, but also registers negative consequences as far as international distinguishing is concerned.

In spite of maintaining a national sport system, very open in terms of variety, Romanian citizens practice sport to a lesser extent than in other European countries. Thus, there can be stated that in Romania, the culture of exercising is low, aspect corroborated with the insufficiency of Physical Education classes in schools, scarce sports facilities in schools, not enough sports bases or without appropriate facilities.

The Romanian team of sport trainers has a very important social task in nowadays Romania, namely that of creating a modern culture of exercising, including performance and great performance sport, in spite of the more and more varied children's addictions and of the governmental policies deficiencies. Romania's orientation towards the values of Western democracy and alignment to European politics shall determine national sports federations to create a superior way of organising themselves, based on previous experiences, on tradition as well as on the examples of other countries with similar social systems and with superior sports results.

This research brings into attention an indicator not promoted in specialty culture, that is the report between human resources categories (sportsmen versus specialists), shortened RSS. Without knowing and imposing an optimal value of RSS according to each sport, the research presents the RSS dynamics during the latest Olympic cycles, creating observational correlations between top results and RSS value for each sports federation and Olympic cycle. The accuses brought to the lack of financing in sports must be mitigated as long as the trainers are paid from public money for an activity they perform with too few sportsmen. Acknowledging and imposing an optimal value of RSS for each sports federation may contribute to making more efficient the trainers' activities, creating new premises for the mass basis of performance sport, highlighting sports that are attractive for children and young people and rendering objective the problems within the sports in crisis.

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