

2. Bogachenkova E.R., Karpova N.V. Posobiye dlya razvitiya skhemy tela, praksisa, oriye-tatsii v prostranstve v ramkakh reabilitatsii s pomoshch'yu loshadi [Manual for the develop-ment of the body scheme, praxis, orientation in space in the framework of rehabilitation with the help of a horse]. Proceedings International scientific-practical conference students, gradu-ate students and young scientists. Electronic educational edition. Vladivostok: VGUES publ., 2021. pp. 343-329. ISBN 978-5-9736-0638-1.
3. Geslak D. G. Adaptivnaya fizkultura dlya detey s autizmom: Metodicheskiye osnovy i bazovyy kompleks uprazhneniy dlya uvelicheniya fizich-eskoy aktivnosti detey i podrostkov s RAS [Adap-tive physical education for children with autism: Methodological foundations and a basic set of exercises to increase the physical activity of chil-dren and adolescents with ASD]. Zharnikova U. [transl]. Yekaterinburg: Rama Publishing publ., 2019. 192 p. ISBN 978-5-91743-089-8.
4. Matveeva L.A., Udalova E.Ya. Razvitiye sensor-noy sfery detey. [The development of the sen-sory sphere of children]. Manual for teachers of special (correctional) educational institutions IIIV type. Moscow: ARKTI publ., 2004.
5. MKB-10. Mezhdunarodnaya klassifikatsiya bolezney. Klassifikatsiya psikhicheskikh i pov-edencheskikh rasstroystv: MKB-10. USD-10: Klinich. opisaniya i ukazaniya po diagnostike [ICD-10. International classification of diseases. Classification of mental and behavioral disor-ders: ICD-10. USD-10: Clinical descriptions and instructions for diagnosis]. ISBN 978-9-241-54916-5. 2174 p.

Professionalism of the head of a sports organization

UDC 796.062



PhD, Associate Professor **Yu.A. Bakharev**¹

N.V. Ivanov¹

PhD, Professor **V.G. Kuzmin**¹

PhD **E. A. Orlova**¹

¹National Research Lobachevsky State University of Nizhny Novgorod, Nizhny Novgorod

Corresponding author: ua3tl@mail.ru

Abstract

Objective of the study was to determine the criteria for the professionalism of the head of a sports organization.

Methods and structure of the study. In the course of the study, an analysis of literary sources was carried out, which makes it possible to identify the most significant managerial qualities of a sports leader. To rank these qualities, a survey method was used - a questionnaire. The survey was conducted in Nizhny Novgorod in September 2021, in which managers and specialists of ten physical culture and sports organizations took part.

Results and conclusions. The vast majority of employees and managers of sports organizations see in the leader a strong personality with pronounced leadership qualities, manifested in organizational skills, discipline and self-control, sociability, psychological skills, indisputable authority, responsibility and the ability to defend the interests of the organization, forming a single, systemic concept of leadership. These personal qualities determine the professional competence of a sports leader, which is an integrated result of special education, socialization, practical skills and psychological characteristics.

Keywords: *physical culture and sports organization, sports management, leader, professionalism, personal qualities.*

Introduction. The development of the system of modern Russian sports largely depends on the professional competence of managers and specialists working in sports organizations. The effectiveness of the work of a physical culture and sports organization is largely due to the professional qualities of the leader [1, 2, 5].

The new economic conditions allowed sports organizations to gain greater independence, which influenced the interest in labor efficiency. Much in the work began to depend on the personal qualities of the leader. This suggested that the activities of the organization, the results of its work depend on the professionalism of the head, which determined the relevance of our study, aimed at identifying the most important professional qualities of the head of a sports organization.

Objective of the study was to identify profession-ally important personality traits of the head of a physi-cal culture and sports organization, which are more

pronounced in the conditions of the modern develop-ment of physical culture and sports as a branch of the economy.

Methods and structure of the study. As part of the study, an analysis of literary sources [1-6] was carried out, which made it possible to identify signifi-cant managerial qualities of a sports leader, such as the ability to form the economy of an enterprise, that is, to extract economic benefits, to show leadership, expressed in gaining the trust of the team, the ability to lead themselves, defending the interests of the or-ganization.

To rank these qualities, a survey method was used - a survey, in which managers and specialists of ten sports organizations of Nizhny Novgorod in the amount of 30 people took part. Basically, the questions of the questionnaire were aimed at identifying the activity aspects of a sports leader, such as the ability to con-vince, self-control, etc.



Results of the study and their discussion. In the course of the survey, a unity of opinion was revealed, both among employees and managers of physical culture and sports organizations, on the issues of significance and importance of individual professional qualities of a sports leader. If we bring these indicators to the arithmetic mean and arrange the available answers in descending order of their importance, then we get the following characteristics of the professional qualities of a sports leader, which, according to the results of the study, are the most important:

- the ability to defend the interests of the organization (85% of respondents);
- the ability to derive economic benefit for the purposes of the organization; the ability to make money in the market of sports goods and services (75% of respondents);
- ability to lead (70% of respondents).

Further, a comparative analysis of the opinions of employees and heads of sports organizations was carried out on the requirements that are components of the professional characteristics of a sports leader. All respondents are similar in their opinions on the subject of such professional characteristics of a sports leader as:

- compliance with new tasks - 80% of the average response rate;
- organizational skills - 80% of the average response rate;
- presence of authority - 70% of the average response rate;
- sociability and ability to understand people, self-discipline, responsibility and independence - these

professional characteristics received 65% of the average response rate.

Thus, the results of the survey made it possible to determine the most important professional qualities of a sports leader (see table) in the context of the opinions of employees and heads of organizations.

Having calculated the variances on the basis of the processed data during the survey, it turned out that the ratio of variances is **2.28**, and less than the tabular value of the Fisher criterion **F=3.18**. This suggests that the variances differ insignificantly and the samples can be pooled. Consequently, the opinions of employees and employers on the issue of the main professional characteristics of a sports leader coincide.

Conclusions. The vast majority of employees and managers of sports organizations see in the leader a strong personality with pronounced leadership qualities, manifested in organizational skills, discipline and self-control, sociability, psychological skills, indisputable authority, responsibility and the ability to defend the interests of the organization, forming a single, systemic concept of leadership.

The above personal qualities determine the professional competence of a sports leader, which is an integrated result of special education, socialization, practical skills and psychological characteristics.

References

1. Kandaurova N.V. Organizatsionno-upravlencheskaya i predprinimatelskaya deyatelnost rukovoditelya sportivnoy shkoly [Organizational, managerial and entrepreneurial activities of

the head of a sports school]. Doct. diss. Hab.: 13.00.04. Moscow, 2015. 340 p.

2. Kolodeznikova M.G., Platonov D.N., Egorov V.I. Formirovaniye upravlencheskoy kompetentnosti budushchikh spetsialistov fizicheskoy kultury i sporta [Formation of managerial competence of future specialists in physical culture and sports]. Vektor nauki Tolyattinskogo gosudarstvennogo universiteta. 2012. No. 1 (8). pp. 151-153.

3. Letyagina E.N., Molkov N.O. Issledovatel'skiye voprosy effektivnosti menedzhmenta professionalnykh sportivnykh klubov [Research questions of the effectiveness of the management of professional sports clubs]. Prioritetnyye napravleniya razvitiya sporta, turizma, obrazovaniya i nauki [Priority directions for the development of sports, tourism, education and science]. Proceedings international scientific-practical conference. Nizhny Novgorod, 2021. pp. 66-69.

4. Letyagin E.N., Tikhomirov A.V. Sovremennyye podkhody k upravleniyu organizatsiyami [Modern approaches to managing organizations]. Russian Economic Bulletin. 2020. No. 3. Vol. 3. pp. 236-241.

5. Osipova I.S. Effektivnost rukovoditelya fizkulturno-sportivnoy organizatsii [Efficiency of the head of a physical culture and sports organization]. Vestnik Yuzhno-Ural'skogo gosudarstvennogo universiteta. Seriya «Obrazovaniye. Pedagogicheskkiye nauki». 2019. No. 1. Vol. 11. pp. 27-32.

6. Sokolovskaya S.V. Strukturno-funktsionalnyy analiz psikhologicheskoy gotovnosti spetsialista fizkulturno-sportivnoy sfery [Structural and functional analysis of the psychological readiness of a specialist in the physical culture and sports sphere]. Vestnik Kostromskogo gosudarstvennogo universiteta. Seriya: Pedagogika. Psikhologiya. Sotsiokinetika. 2021. No. 1. pp. 113-120.

Professional qualities of a sports leader based on the results of a survey

Professional qualities of a sports leader	Employees (% of sample)	Leaders (% of sample)
Organizational skills	70	90
The ability to understand people and sociability	70	60
Self-control and discipline	70	60
Indisputable authority	70	70
Fit for new challenges	90	70
Responsible and independent	60	70
Ability to lead	80	60
The ability to extract economic benefits for the purposes of the organization (the ability to earn in the sports services market)	80	70
Ability to defend the interests of the organization	70	100
Persistence on the way to the goal	50	40

