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Prevalence of Social Support and its Role in the Players' Talent Management at the Higher Education Institutions of Sindh and Punjab

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ABSTRACT

Aim of the Study: As the Psycho-social talent of the players comprises of four main competencies which are discipline, commitment, social support and resilience. These all four competencies are correlated with each other and these all have a direct link with the players' active participation and consequent sports performances.

Methodology: At this stage, this paper determines a comparative analysis of only one component of psycho-social talent of the players. A mixed-method research consisting of a comparative analysis has been conducted at the Universities of Sindh and Punjab. Directors/ In charge working in the sports sections of the HEC Sports participating Universities and the Players who must have played inter-varsity sports were the population of the study. A convenience sampling technique was used to collect qualitative data from the players. A systematic sampling technique was used to collect quantitative data from the In-charge of the sports. 28 Directors/ In-charge of sports from the Universities of Sindh, 54 Directors/ In-charge from the Universities of Punjab N= 83 samples for quantitative data whereas 02 players from the same Universities of both Provinces for qualitative data N=166.

Findings: This analysis denotes that the social support to the players of the Punjab is frequently available by their parents, teachers, officials and management at adequate level, whereas, on the contrary in the Universities of Sindh Province the players have inadequate social support.

Conclusion: The conclusion of the study enables one of the majors causes of players' success in inter-varsity sports competitions.

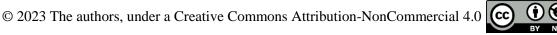**Keywords:** University-players, Social-support, Talent management.

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Introduction

Sports

Food has been the focus for people since his birth on Earth in order to life and health maintenance. Slowly the people became absorbed in different things, and athletics emerged as their preferred part time activity. Sports have been a beneficial approach for people to gain a better understanding of nature and the environment in which they are living. Athletics appear to connect core human skills such as finding food, protecting oneself, and gradually improving and exercising one's wellness. A person who leads the group is a healthy individual who knows how to eat and protect his group (Viet & Hanh 2021). Likewise, when a good athlete becomes the leader of a successful sports institution, the institution will have great success in athletics and the activities in physical education having efficacy (Hanks & Eckland, 1976). In higher education institutions, sport needs to be considered as science. Some of the most discussed and researched subjects that should be considered for a sports scholarship are student participation and sport accomplishments, as well as effective attention to the role played by head of an institution in sporting activities. Over the past few days, many researchers have been teaching this area from various fields of psychology, sociology, and economics to sports management, kinesiology science and education, examining a number of intriguing issues in our field De Boer (2000). Sport is today one of its own sectors, the most important engine and catalyst for development. By promoting health education, promoting human values such as empathy and teamwork, facilitating conflict resolution in divided societies, integrating the marginalized, preventing racism and prejudice, promoting health education, and promoting gender equality, it contributes to sustainable development by providing the necessary skills for women to become equal participants, prevent social exclusion, etc. (Darnell et., al, 2018, Giulianotti, et., al, 2019).

Importance of Sports

According to the WHO (2003), health is "a state of complete physical, emotional and social well-being". This definition demonstrates that health is not just the absence of illness. Health is not a static state, certain elements can maintain or improve health, and some elements can impair health. The practice of sports is one of the activities that contribute to health. In fact, until the late 1800s, sports was not a target for health development. Juvenal's slogan "A Healthy Mind in a Strong Body" sparked a new way of thinking about physical training once the advantages of the sport became clear. As society became more mechanized and automated, physical activity during work hours decreased and sedentary lifestyles began to become more common, with some of the negative consequences being brought to light. (viet & hanh 2021). Exercising is beneficial for health, both physical and moral for all person, leading to a blessed life with happiness. Physical education plays an essential role in the activities of the Schools. Universities ordinarily have skilful staff and basic facilities to encourage student physical activity and athletic training, as well as serving the community and thus rising the attribute of training. For this purpose, the director of colleges plays a basic contribution in managing and organizing intra-school and extra-curricular sports activities. Universities must institutionalize extracurricular activities, mainly to encourage movement (Viet and Hanh 2021). Participating in hobbies and exercise is crucial for better health and quality of life (Ali et al., 2022). Participating in physical activity is better for keeping busy. Games and daily exercises can prevent lung and heart diseases, neuro-muscular problems and psychological stress. Physical exercises improve muscle strength and increase endurance and attribute of living. The countless benefits of sport and exercise, many researchers have described the declining numbers and attitudes of college students around the world. The growing trend of sedentary lifestyles reason of many diseases in people in the world because of no awareness of bodily teaching, health and sports science in people (Shah et al., 2022).

Sports in the Educational Institutions

The inadequacies of current research and future research directions are discussed. Hupcey, J.E. (1998). Exercising activities demonstrate an crucial role and is essential for the students and teachers for their

everyday life. The success of good physical education of students creates a strong basis for the sustainable and long-term development of people's wellness, physical and mental development (MOET, 2019). High schools, colleges and universities compete in indoor and outdoor games every year. Athletics, football and basketball are played outdoors, while badminton, volleyball and table tennis are played indoors. The university is a large institution of learning that has to commit its students, faculty, staff and community as well as use substantial athletic funds ((Hanks and Eckland, 1976).) Participants in sports competitions are rewarded with a certificate of participation (Ashfaq et al., 2020). Some critics argue that colleges and#039; leaders love to organize sports competitions, but different people present that program of sports and rivalry are important element of colleges and schools, both estimates are correct partially. Sport has a long and lasting tradition, representing the basic structure of activity in almost every society that has institutions of higher education (Alwin and Luther, 1977). Sport creates a background that supports an environment in which the participation of all students and the citizens around the institutions of education increases, helps in the development of infrastructure and resources of human to promote accessibility and increase the desire for physical activity. An appropriate sports policy supports especially athletes and students and general development and progress towards elite sports and thereby economic development to improve the quality of education. These policies must be adopted by institutional leaders (Viet and Hanh 2021).

Psycho-social Competencies of the Players' Talent

Discipline, Commitment, Resilience, and Social Support are the psycho-social competencies of the players and the social support is the ability to use emotional, informational, and tangible support (Holt & Dunn, 2004). Thus, social support is one of the primary components of psycho-social talent, which has also been characterized as "the ability to understand and use acquirable point of social support also assisted players in overcoming obstacles that may have hampered their career progress" (Holt, 2002). Psycho-social aspects in sports situations have just lately been studied utilizing talent development principles (Gledhill et al., 2017; Gledhill & Harwood, 2019). Opportunities in an athlete's life, for instance, don't come through a random act of fate. In order to develop talent, access to these opportunities is seen as a critical psycho-social aspect (Subotnik et al., 2011). Support for families and coaches are cited as an important element in helping young athletes to develop the skills that will be needed if they are to reach their destination (Portenga, 2019). A study of young golfers found that athletes tend not to develop their skills until they have the opportunity to pursue their passion for the sport, and that coaches and families are important in supporting them and awakening that passion (Hayman et al., 2011). Solid substantiation reinforces the part of family members to give substantial support in athletes' development. This case highlights a lack of social support as a factor that undermines a talented athlete's success in the golf world. Review of golf training programs that did not produce results (Taylor and Collins, 2015). A possible explanation for the program's inability to facilitate athletes' transition to a highly professional situation is that they did not pay attention to their social contacts and did only the bare minimum to maintain their position (Henriksen, et al., 2014).

Social Support

Social support is a widely studied concept from both scientific and theoretic perspectives. Analysis of definitions and variables used in social support research reveals conceptual confusion and different implicit assumptions regarding researchers' understanding of the meaning of social support and subsequent selection of measurement instruments (Stewart 1993). Moreover, the theoretical and practical interpretation of this term is not widely agreed upon by authors. In the mid-1970s and early 1980s, social support was initially used to refer to interactions, individuals, or relationships. This idea has become more abstract in the past 15 years, encompassing expectations and perceptions, as well as quality support, supportive interactions, and abstract people, behaviors, relationships, or social systems (Veil and Baumann). Although many of them use different terminology, the definitions have common features. All definitions refer to some optimistic action or helping conduct that is furnished to a man or women in demand of support (Rook and Dooley 1985). The social development of the youth of the backward areas

of each region needs a moment. Sports have been considered a very useful source of entertainment and human development in many parts of the world. Sport is useful for the social development of engaged young people (Soomro et al., 2021).

Players' Talent Management

With a variety of skills in one another, every child is born unique. In order for a child to become an athlete, his teacher or coach has to be aware of this uniqueness. Achieving sport performance in a child cannot be easy: it will take an extended period of time, starting from the earliest childhood years. Thus, it is necessary to know the child's personality, development and movement patterns that are used as a signal in identifying his talent which will be acquired by teachers and trainers (Visalim, et al., 2018). Good players don't grow overnight, but in order for them to be able to fulfil their potential, they need to develop natural talent and ability. The player's response to a number of environmental interactions and stimuli, which are present daily, will influence the processes shaping his or her success in any sport. Therefore, the player must be regarded as a multi factorial entity and assessed whether or not it can adapt to the situation in which he is exposed (Pruna, et al., 2018). A sports organization's succession and talent management approach should be shaped by its strategic objectives, the context in which it finds itself, and its talent requirements. Although each organization has different requirements for succession and talent management policies and processes, there are some basic elements to developing the right processes. Succession and management talent planning instructions begin with the managing director and extend to all levels of managers without obvious failure of development plans (Barbu & Diaconescu, 2018).

Objectives of the Study

- To assess the prevalence of social support and its role in the talent management of the players in the Universities of Sindh and Punjab.

Hypothesis of the Study

- H^0 There is no significant difference in the Universities of two provinces with regard to the prevalence of social support and its role in the talent management of players.

Statement of the Problem

The Higher Education Commission (HEC) Pakistan organizes various inter-university sports competitions under its umbrella and the most talented athletes in various sports from different parts of the country are selected to represent HEC at national level sporting events. It has been observed that most of the players representing HEC are from Punjab. This raises the question of how an athlete's athletic talent is managed in the Universities of Punjab. In order to find out the answer of this question one of the psycho social component of the players' talent is determined in this study in universities of Sindh and Punjab on comparative basis. According to the literature review, such a study has never been conducted before this in Pakistan. This fills a gap in the literature and will certainly help all stakeholders, including university management, achieve fruitful results in the management of sports human resources within their environment.

Methods and Material

Research Design

A mixed-method research consisting of a comparative study has been conducted at the Universities of Sindh and Punjab.

Population of the Study

Directors/ In charge working in the sports sections of the HEC Sports participating Universities and the enrolled players who must have played inter-varsity sports.

Sampling Technique

A convenience sampling technique was used to collect qualitative data from the players. A systematic sampling technique was used to collect quantitative data from the Directors/In charge of the sports.

Sample Size

28 Directors/ In charge of sports from the Universities of Sindh, 54 Directors/ In charge from the Universities of Punjab N= 83 samples for quantitative data whereas 02 players from the same Universities of both Provinces for qualitative data N=166.

Data Collection Tool

A close-ended questionnaire was used to collect the quantitative data and an open-ended questionnaire was used to collect the qualitative data.

Limitations of the Study

The quantitative part of the study was limited to the Directors/ In charge of Sports of Inter-varsity participating Universities of both provinces. The qualitative part of the study was limited to intervarsity participant players of the Universities of both provinces.

Data Analysis

Collected data was edited, and coded, an entry was made, and analyzed on SPSS, and the same was interpreted. Whereas the qualitative data was analyzed through thematic analysis.

Results

Analysis of Quantitative Data

Table 1: *Shows the responses given by different respondents of Sindh and Punjab for an item pertaining with Social support to the players.*

Item-1	Province	Option	Frequency	Percent	Valid Percent	Cumulative Percent
I have observed that our players have the social support of their Parents, family, teachers and University management for their sports talent development.	Sindh	Strongly disagree	2	7.1	7.1	7.1
		Disagree	7	25.0	25.0	32.1
		Partially agree	**10**	**35.7**	**35.7**	**89.3**
		Agree	6	21.4	21.4	53.6
		Strongly agree	3	10.7	10.7	100.0
		Total	28	100.0	100.0	
	Punjab	Strongly disagree	1	1.9	1.9	1.9
		Disagree	7	13.0	13.0	14.8
		Partially agree	17	31.5	31.5	46.3
		Agree	**23**	**42.6**	**42.6**	**88.9**
		strongly agree	6	11.1	11.1	100.0
		Total	54	100.0	100.0	

In table 1, Item-1, According to the responses, majority of the respondents in Sindh province only partially agreed with the statements while majority of the respondents in Punjab agreed and partially agreed with the statement.

Table 2: *Shows the responses given by different respondents of Sindh and Punjab for an item pertaining with Social support to the players.*

Item-2	Province	Option	Frequency	Percent	Valid Percent	Cumulative Percent
I have observed that our players do have their Sports officials (Managers & Coaches) social support towards sports talent development.	Sindh	Strongly disagree	1	3.6	3.6	3.6
		Disagree	4	14.3	14.3	17.9
		Partially agree	7	25.0	25.0	42.9
		Agree	**14**	**50.0**	**50.0**	**92.9**
		Strongly agree	2	7.1	7.1	100.0
		Total	28	100.0	100.0	
	Punjab	Strongly disagree	1	1.9	1.9	1.9
		Disagree	7	13.0	13.0	14.8
		Partially agree	17	31.5	31.5	46.3
		Agree	**20**	**37.0**	**37.0**	**83.3**
		Strongly agree	9	16.7	16.7	100.0
		Total	54	100.0	100.0	

In table 2. Item-2, According to the answers, the majority of respondents in both provinces agree with the statement.

Thematic Analysis of the Qualitative Data

Table 3: *What is the role of your parents, teachers and officials towards your talent development and its management in sports, with regard to social support?* (***Social support to the players***)

SINDH PROVINCE						PUNJAB PROVINCE					
Theme No 4.						**Theme No 4.**					
Decreased data in 1-3 step			Re-analysis of themes	Explain Data in 5th to 6th step		Decreased data in 1-3 step			Reviewing Themes	Explain Data in the 5th to 6th step	
Step 1	Step-2	Step-3	Step-4	Step -5	Step-6	Step-1	Step-2	Step-3	Step –4	Step-5	Step-6
Codes	Categories	Theme	Re-analysis of themes	Themes' relationship with direct quotes	Final report	Codes	Categories	Theme	Reviewing Theme	Themes' relationship with direct quotes	Final report
Sindh Province						Punjab Province					
supportive	Parents	Assessment of Social Support	Deeply analysis of the theme at this stage	**Direct Quote**; (1) In the words of a participant (56 players from different Universities of Sindh) from a University; "*parents, teachers and University management are supportive, encouraging, cooperative and motivating **in general** but in **sports cases,** they are mostly non-cooperative, discouraging and non-supportive. Sports officials mostly play supportive, cooperative, leading and motivating role.*	Final report	Supportive	Parents	Assessment of Social Support	Reviewing themes in this step	**Direct Quote:** (I) in the words of one participant (108 students from the Universities of Punjab) from a University; my *Parents, family, friends teachers, University management and Sports officials fully support me towards my sports which ultimately leads my professional development and victorious positions.*	Presentable in findings and conclusion section
non-supportive						Guiding					
motivating						Appreciating					
demotivating						Motivating					
encouraging	Uni management & Teachers					Helping	Sports officials, University Management and Teachers				
Discouraging						Encouraging					
Cooperative						Motivating					
inspirational	Sports Officials					Interested in					
supportive						Loving					
Confidence booster						Helping					
leading role						Inspirational					
cooperative						Create environment					
motivating											

Table 3 presents a detailed step-by-step procedure for the analysis of an open-ended questionnaire dataset. Analysis shows the availability and non-availability of social support to the players of two provinces.

Discussion

The hypothesis of the current research was that there is no significant divergence in the social support to the players in the Universities of Sindh and Punjab. The results indicate that there is significant difference in the social support to the players of Universities in two provinces. As the study was conducted as per two different quantitative and qualitative methodologies. The analysis of both data sets (qualitative and quantitative) and consequent results depicts the close association both analysis while differentiate the status of social support to the players in the Universities of Sindh and Punjab. Socioeconomic transformations have resulted in changes in the educational process in higher educational institutions. That, undoubtedly, was reflected in teaching physical culture as a discipline such as attracting students to physical culture and sports, strengthening the educational focus of lessons, changing the content and forms of physical education, turning it into an effective measure of health formation and formation, development and self-development of a person (Basketball: the textbook for IFC, 1997). Sport has a positive effect on the psychological development of a person (Farhan et al., 2022). Pakistan's education sector has faced many challenges (Akhtar et al., 2022). Pakistan's achievements in elite sports are belied by its population and economic base, and over the past two decades, the country's top athletes have routinely competed on the international stage (Hafsa et al., 2023). a huge number of players belonging to different games who do not have a proper and regular training environment. Many colleges and universities do not have their own coaches (Khaskheli et al., 2020A). Although the development of sports motivation, enthusiasm for sports remains an important task in sports education, because researchers and instructors in Sports Training explore the ideas and definitions related to the promotion of physical activity. The results of various studies show the specific influence of coaches on players (Khaskheli et al., 2020c).

The main responsibility of all sports coaches is to improve technical, tactical and social skills and to ensure character development over time (Khaskheli et al., 2020b). The role of family as a support system is crucial in terms of finance, motivation and Social Support; furthermore, the need for schools to provide such support could help develop sporting talent (Naseri, et al, 2020). In Punjab, there are enough sports facilities at the secondary school level, but they are not utilized properly. Unfortunately, Pakistan is losing its status in a sport that was once very strong and can have a major impact on sports not only now but also in the future in almost every corner of the country (Sadiq et al., 2021). As for as the current study concerned, the responses show that the players of most of the universities in Sindh do not receive adequate support from their parents and teachers to develop their sports skills, meanwhile, in Punjab, most of the college players have quite good social support from their parents and teachers towards sports talent development and its management. The university players' in both provinces have social support from managers and coaches to develop and manage their sports talent.

Findings

The Social support as a component of psycho-social talent of the players, plays a key role in increasing the number of participants in any sporting competition. Either supportive or non-supportive behavior of parents, teachers and officials including coaches, managers and overall administration & management of any educational institution or organization is critically considered to be the basic performance enhancing component of sports. The statistical and thematic (qualitative & quantitative) analysis of this research that consists of very close association in the results shown in both methodologies of analysis, presents that there is significant difference in the social support to the players in the Universities of two big provinces (Sindh and Punjab) of Pakistan. The analysis shows that there is good enough social support of parents, teachers', officials and management to the players of the Universities of Punjab. Whereas in Sindh Province, analysis show that the players of the Universities have lesser support of their parents, teachers and management but they do have a social support of sports officials.

Conclusion

The study denotes that the players of the Punjab are socially supported by their parents, teachers, sports officials and university management at adequate level. Whereas, on the contrary in the Universities of Sindh Province the players have inadequate social support. Both qualitative and quantitative analysis simultaneously denote as the social support to the players is one of the main causes of the successful participation of players belonging to the Universities of Punjab in HEC sports competitions. This study also shows that there is very close relationship social support with the players' talent management. Thus, due to their performance in all Pakistan Inter-varsity competitions they are selected for the teams of Higher Education Commission (HEC) for its representation in the national level sports events.

Recommendation

- This analysis recommends further comparative investigation on the other competencies of psycho social talent i.e., discipline, commitment, and resilience among the players of the Universities of Sindh and Punjab.

- This study also recommends analysis of participation opportunities and provisions of extrinsic motivation of the players in both provinces on comparative basis.

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