

An Analytical Model of Table Tennis Campus Sports Competition Trends in the Context of Sports Education Integration

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Abstract

Volunteers in sports, full-time workers in sports, trainers, coaches, and administrative support people all have varying levels of devotion to their employment and organizations. Athletes are encouraged to participate in sports by their coaches, parents, and trainers. This helps athletes maintain physical fitness and promote a healthy lifestyle in order to encourage better international and local collaboration. A sports company is made up of championships, players, a management board, local cooperation, leagues, sports clubs, and men's and women's teams that supervise and conduct the organization's activities. Protecting the rights of sport's athletes is the responsibility of sports organizations, whether temporary or permanent. The purposive sample approach and snowball sampling were used in the research design to acquire data. Purposive sampling has helped researchers to find responders who are familiar with the field of expertise, based on the appropriate degree of knowledge necessary. A questionnaire was used to obtain the information. A total of fifty people took part in this study. Out of the 50 people who responded, 35 were men and 15 were women. SEM PLS 3.3.7v was used to evaluate the collected data. The findings revealed a substantial positive relationship between the factors.

Keywords: Organization Behavior, Managerial Skills, Sports Clubs, Olympic Games, Individual Behavior, Group Dynamics

Introduction

This article discusses the integrated trend of table tennis in US sports education, which may prove beneficial to student's development as an athlete and a scholar. It also analyzes the school sport data from NSPRA (National School Parent/Athlete Association) as well as findings from previous studies. The opening paragraph of this post discusses how table tennis was an important part of the East Asia Olympics, and how it is increasingly being adopted by US schools' sports curriculum.

The second paragraph covers an executive summary explaining what table tennis is and how it is played, followed by a brief history on its origin. There's also information on the National Table Tennis Club Organization that supports youth development in USA's larger metropolitan areas.

In the third paragraph, the author concludes that table tennis is one of the most popular sports among youth, especially among recent arrivals from Asia. However, its popularity is not proportional to its funding and availability in schools. The article then covers some of the reasons why more schools do not want to add table tennis as a part of their sports curriculum. One main reason is that they are afraid they will have to spend money on new equipment and maintenance; this might require hiring additional staff such as coaches or janitorial workers in

order to service it. Another reason is that there are issues of limited space; many schools are worried about upsetting other team-based sports by cutting or rearranging times or venues.

People do business for the advantage of other people, and they conduct business via the use of other people. Technology is playing an increasingly vital part in our lives these days, and a sports organisation cannot exist without a tech-savvy and knowledgeable personnel working to accomplish its leaders' vision, objectives, and purpose (Lee et al., 2020). Individuals that operate and contribute to athletic organisations play a significant part in each organization's daily problems, trials, and tribulations, as well as its eventual success or failure. Organizational behaviour (OB) researches structural decisions, individual behaviour, and group dynamics in distinct organisations (Delshab et al., 2021). Individuals' behaviour, what they think and do in their occupations and groups, and how an organisation functions and performs in general are all studied by organisational behaviour researchers (Cole & Martin, 2018). In the sports business, such researchers have a plethora of opportunity to analyse organisational behaviour. Full-time or part-time employment in professional or amateur sports, for example, is possible. Work can also be done part-time or full-time in a temporary or permanent organisation. Well-known sports teams, such as the National Hockey League's Montreal

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Canadiens, have a lengthy and famous history. Temporary organisations, on the other hand, operate for a specific purpose and for a relatively short length of time (Hammerschmidt et al., 2020). The 2018 Commonwealth Games, for example, served as an organising committee for a sporting event. Volunteers have a significant role in temporary sports organisations, particularly at higher levels of performance (such as the Olympics Games) and in the amateur sector both nationally and locally (for example, club-based sports contests and Canada Games) (Kim, Kim, & Won, 2018). Long-standing organisations, of course, rely on volunteers to help with a range of operations, such as community fundraising efforts (Harris, 2021).

Many amateur groups, on the other hand, lack the money to recruit professional staff and rely on unpaid volunteers for their survival and development (Fransen, McEwan, & Sarkar, 2020). The work done in the sports business involves a large number of stakeholders, which is one of the reasons why sports operations are both specialised and interesting. Volunteers in sports, full-time workers in sports, trainers, coaches, and administrative support people all have varying levels of devotion to their employment and organisations (Delshab et al., 2022). For example, the motivators that encourage full-time employees to perform in their professions and assist companies in achieving their objectives are likely to differ from those that encourage athletes to give their all without regard for monetary reward (Delshab et al., 2021). Their attitudes regarding behaviour, work organisations, and groupings are likewise different. Management of sports clubs, coaches, and players are just a few of the people in sports organisations who may have key technical capabilities; frequently with quite different skill sets (Garcia-Perez et al., 2020). In the 1980s, as sports management became more widely studied in classrooms across Canada and the United States (for example, marketing segmentation for sports organisations, transformational leadership in sports administration or coaching, the marketing of sports), research scholars conducted research on the parent disciplines of sociology, sport psychology, and business administration to learn more about the factors that differentiate working in and for sports organisations (Kim et al., 2019). Scholars studying sports administration in North America began hosting conferences to discuss the field and its potential. The study of people's organisational behaviour was commonly centred on management and coaches during these initial years of sports management research (Cunningham & Ahn, 2019). More stakeholder concerns (such as gender, racism, volunteers, and ethics) were addressed as the

subject progressed, and the study of human resource management in sports organisations was developed (MacIntosh & Burton, 2018). As a result, the study of people in sports groups has become increasingly popular. This growth was spurred in part by a rising understanding of the importance of knowledge acquisition in sports administration, as well as the realisation that human capital is one of the most precious resources in any company, regardless of industry (MacIntosh & Burton, 2018). This resource-based view, or RBV, argued that businesses with valuable, scarce, and imperfectly imitable non-substitutable resources are more likely to have long-term benefits (Szymanski et al., 2021). Researchers in sport management have utilised the RBV method to determine how sports vary from and compare to other companies. The acquisition and development of both real and intangible resources are crucial to the success of any company. This method demands a thorough awareness of the company's external and internal circumstances (Fricke et al., 2018). The organisation is impacted by economic, political, sociological, legal, ecological, demographic, and technical challenge (Guo, 2020). In today's global competitive climate, human capital and knowledge have matured into strategic assets. Promoting strategic management's design and implementation is one of the most important parts of strategic management. In these days of fast change and fierce competition, management experts must accept that preserving, gaining, and developing human potential is a requirement for success (Hammerschmidt et al., 2021).

Literature Review

Coaches, parents, and trainers encourage athletes to participate actively in sports (Robinson, Magnusen, & Kim, 2019). This aids the players in maintaining physical fitness and encouraging a healthy lifestyle in order to foster greater international and local cooperation and make the globe a better place to live (Black et al., 2018).

Since the beginning, several generations of athletes have arrived, and numerous sports facilities have been constructed to guarantee that these athletes may compete in the best possible circumstances (Friesen, Wolf, & van Kleef, 2020). Every year, a variety of sporting activities are held, and medals are awarded. Researchers have utilised information connected to sports clubs in past studies. This data aided the researchers in arriving at both statistical and recreational conclusions about people's attempts to maintain physical fitness and active involvement in sports activities (Abeza, O'Reilly, & Seguin, 2019). Notifying adverse competitiveness and

achieving professional sports performance (and its role in developing economic conditions of countries) in the sports industry necessitates excellent preparation, selecting athletes and monitoring their performance charts, as well as improving the application of the most recent advanced sport-related knowledge to positively regulate organisational behaviour in sports clubs (Liu, Zhang, & Desbordes, 2017). To achieve these goals, a professional attitude, a competitive culture, preparation, resilience, and the use of knowledge management in all operations and procedures are required, assuring the long-term existence of sports clubs and organisations (Oktavia et al., 2020). Championships, a controlling board, players, leagues, sports clubs, and men's and women's teams make up a sports corporation that manages and directs the organization's activities (McCullough, Orr, & Kellison, 2020). Sports clubs can interact with the political environment and corporate organisations to fulfil their financial concerns due to the existence of multiple entities in society and the intricacies of sport in sports organisations. As a result, in the competitive context, it will compensate for a significant demand for mutual harmonisation (Morgan et al., 2017). This includes adhering to agreed-upon rules and principles, which are important for distributing sports resources, sharing revenues, managing management procedures and information, and controlling the sports organisation. People need sports, involvement in sports, and leisure activities to keep fit, healthy, and happy (Fransen, McEwan, & Sarkar, 2020). Professional sports encourage a competitive spirit among sports fans, indicating an understanding of the complexities of modern life, which includes living with and embracing the inequalities that exist in our current society (MacIntosh, Parent, & Culver, 2022). Sport may develop collaboration and act as a forum for the sharing of ideas; it can also help individuals get more acquainted with their immediate or larger surroundings.

Women's club handball in the United States of America won six bronze medals, five silver medals, and two gold medals at the Olympic handball games (Blynova et al., 2020). Followers of sports, political parties, well-equipped sports facilities, supporters, information-communication technology, knowledge management, media, and the internet all play a part in managing organisational behaviour in sports clubs and its link to managerial abilities (Erhardt, Martin-Rios, & Chan, 2019). A successful sports organization's administration and owners must carefully evaluate a few aspect. Effective managerial abilities are also vital in sports organisations (which need the application of management functions),

marketing, human resource management, and sports talent management. Sport supporters, particularly those who attend athletic events, are extremely important to sports teams and organisations. They serve as a source of data and a foundation for the clubs' future plans. In numerous Western highly industrialised nations, it is common for management to financially sponsor sports athletes and even own sports teams. What matters to them the most is that they are informed about the club's operations (Zhang & Chen, 2021). This sort of news and information may be disseminated via social media, television, and the internet. To track these actions, a variety of indicators might be employed.

For example, this can elucidate if a sporting event is announced on time, whether the information creates a competitive atmosphere or boosts the efficiency of sports clubs, to what degree and how it is done, whether data on the players is available, and so on. Telecommunications allow sports clubs to satisfy their needs by utilising the internet and information-communication technologies effectively. There are also software application packages that are an excellent tool for the operational activities of a sports organisation. These application programmes are used to popularise sports, offer theoretical instruction that can be accessed from anywhere over the Internet, broadcast information and sport news among clubs, sell athletic event tickets, organise transportation, and provide hotel capacity (Adham et al., 2022). As a consequence, all sports fans and aficionados have a broad variety of alternatives to pick from. In today's world, web-based portals and financial payment methods can be used to accomplish this goal. Assume a collection of sports clubs wishes to form a successful sports organisation. They will want significant assistance from the banking, media, and marketing sectors to recruit as many fans as possible, popularise their sport club, enhance commercial profits, provide for sponsorship, and profit from the television broadcast of their match performance in that circumstance. Television stations, printed magazines, telecommunications companies, radio stations, and Internet sites are examples of media. They're all capable of delivering long-term solutions. Individual sport organisations' status would rise as a result of being able to profit from their activities while retaining close touch with their followers and supporters.

According to previous research, reaching these aims will be difficult without high-quality sport facilities, which are necessary both for the athletic event itself and for the participants' prior training sessions. The quality of the sport ground/court, the spectators' distance from the playing field, the view of the playing

field and how comfortable the seats are, access to the sport facility, inside spectator security, sport facility heating (in the case of sport halls), team accommodation, and the equipment used to inform spectators and athletes can all be classified into different categories (Guo, 2020). Modern sport stadiums are anticipated to have security equipment to monitor the facility's entrances, as well as sport stores and refreshment spaces for fans to utilise before, during, and after the sporting event. Modern sporting facilities feature separate training halls and fitness gyms, as well as media areas. In order to complete all of these sports activities, a sport organization's administration must be successful. Most activities, people, regulations, intents, and continuity are anticipated to be well organised and coordinated by good management (Pengfei & Yin, 2021). Management is responsible for allocating the required resources and information for sport activities. Management is also expected to motivate sports employees, set short-term goals, and develop a cooperative culture while attaining these objectives. The sport organization's activities are also under the management's control. It is directly involved in the marketing of the athletic event in the sport market. Its role is to manage the planning, coordination, and supervision of the sport organisation.

Methodology

This study has explored the nexus between organizational behavior and managerial skills of sports clubs in Olympic games. This paper has used the observers from the actual domain. The term "actual domain" in this paper refers to the respondents belonging to the sports clubs in the Olympic games. The scale to measure Organizational Behavior (OB) in sports clubs has been adopted from, and for measuring Managerial Skills (MS) was used.

The research design has been designed to collect data based on the purposive sampling technique and snowball sampling. According to the suitable level of knowledge required, the purposive sampling technique has allowed researchers to have respondents with friendly with the area of knowledge. The data were collected by using a questionnaire. Fifty respondents participated in this research. Out of 50, 35 were male respondents, and 15 were female. The collected data was analyzed using SEM PLS 3.3.7v. However, the reliability of the instrument, and correlation between the variables has been tested by using SPSS 25v.

Discussion and Analysis

PLS Algorithm

The PLS Algorithm used in our study SEM PLS 3 software was used to create the model. The model's fitness is determined by the PLS algorithm. The impact of organizational behavior (OB) on the Managerial Skills (MS) in sports clubs is studied using structural equation modelling. The research model had one IV and one DV to analyze the association between these two variables. The uniqueness of our study revolves around the aspect of organizational behavior is that, this paper is done regardless of individual behavior of team members, sports players, or management. Organizational Behavior (OB) was measured with three items and the variable Managerial Skills (MS) has used four items to measure the variable. The research model's route analysis is depicted in the Figure 1 shown below. However, the results indicate positive association between the variables OB→MS (Organizational Behavior → Managerial Skills) shows the positive path of 0.800. In the research model, none of the variables or items have shown negative pathways.

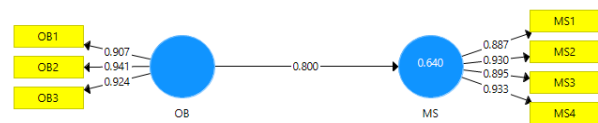


Figure 1: PLS Algorithm

Path Coefficients

The path coefficients of the variables are provided in the table below. According to the data, OB→MS has shown 0.8000 (80.00%) positive impact of OB on MS.

Table 1

Path Coefficients

Variable	MS
OB	0.8000

Outer Loadings

The outer loadings of each item used to measure the variable are shown in Table 2. For example, the results indicate that the loadings of MS1 is 0.887, MS2 is 0.930, and MS3 is 0.895; against MS (Managerial Skills). However, the outer loading of OB1 is 0.933, OB2 is 0.907, OB3 is 0.941, and OB4 is 0.924; against OB-Organizational Behavior. The strongest outer loading is shown by MS2 (2nd Question of Managerial Skills) against the DV.

Each variable's positive strong loadings were likewise visible in the selected items. Each item's outside loading values are greater than 0.880, indicating that the variable is exceptionally reliable.

Table 2

<i>Outer Loadings</i>		
	MS	OB
MS1	0.887	
MS2	0.930	
MS3	0.895	
OB1		0.933
OB2		0.907
OB3		0.941
OB4		0.924

Outer Weights

The table underneath shows the results for Outer Weights. The results from Outer Weights of Item indicate that formative model has been impacted by trajectory form of items. The outer weight of each item is positive but less than 0.7. Therefore, the model shows weak outer weights of the items.

Table 3

<i>Outer Weight</i>		
	MS	OB
MS1	0.298	
MS2	0.265	
MS3	0.263	
OB1	0.273	
OB2		0.351
OB3		0.364
OB4		0.367

LV Correlation

The Table 4 underneath depicts the correlation between the latent variables. As a result of the PLS Analysis, the variables OB and MS were discovered to be extremely interconnected. According to the data, the positive correlation coefficient between OB and MS is 0.800, implying that these latent variables impact each other by 80%.

Table 4

<i>LV Correlation</i>		
	MS	OB
MS	1.000	0.800
OB	0.800	1.000

LV Descriptives

Table 5 summarizes the value of descriptive and latent variables. The statistics demonstrate that the Min and Max values in the Descriptive Statistics Table are within the permitted range of -2 and 5, indicating that MS is in between -1.682 to 1.991, and OB is -1.552 to 2.032.

The values of skewness range from -1 to +1, with positively skewed variables being highly symmetrical and improper, and negatively skewed variables being relatively symmetrical and acceptable. Because of their negative skewness, the variables' values were most likely tailed to the left, resulting in a median and mean that are smaller than the variables' mode. In the table below, the MS and OB are positively skewed; hence, these variables are tailed to the right side of symmetry.

Table 5

<i>LV Descriptives</i>						
Variables	Min	Max	St. D	Kurtosis	Skewness	N
MS	-1.682	1.991	1.000	-1.074	0.183	50
OB	-1.552	2.032	1.000	-.0788	0.361	50

Inner Model Residual Descriptives

The inner model residual descriptive is shown in the Table 6 below. As indicated in the table, MS (Managerial Skills) has a minimum and maximum value of -2 and +2, respectively. A total of 50=N people were polled to find out what they thought. The data was not changed because the skewness and kurtosis readings were close to zero and in the -1 to 1 range. The MS curve is negatively skewed, meaning that the curve's longer side is on the left.

Table 6

<i>Inner Model Residual Descriptives</i>						
Variables	Min	Max	St. D	Kurtosis	Skewness	N
MS	-1.842	1.602	0.600	1.635	-0.012	50

R-Square

The R-square value and adjusted R-square for MS (Managerial Skills) is shown in the Table 7; below. The results indicate that MS (Managerial Skills) has been favorably impacted by OG (Organizational Behaviors). The current value is 0.632 (63.2%) of adjusted R-square, and the 0.640 (64.0%) R-Square value for MS, according to the data. Therefore, the results indicate that MS is significant for the research model.

Table 7

<i>R Square</i>		
	R Square	Adjusted R Square
MS	0.640	0.632

F-Square

The value of f-square is shown in Table 8. The f-square represents the variability in R Square in a research model with an endogenous variable (Oktavia et al., 2020). The link between OG and MS changes positively when an endogenous variable changes, as indicated in the table below, with a low ratio of 1.776. However, as demonstrated

in the table below, if an endogenous variable changes, then 1.776 unit of MS will change with the similar change in OB.

Table 8

F Square

	MS
OB	1.776

The figure underneath shows the positive effect size of OB on MS. Previous studies indicate that if the value of f square is ≥ 0.02 then the effect size is small, if its ≥ 0.15 then the effect size is medium, and if its ≥ 0.35 then the effect size is large.

The smaller the effect size, the positive impact it will create (Morgan et al., 2017).

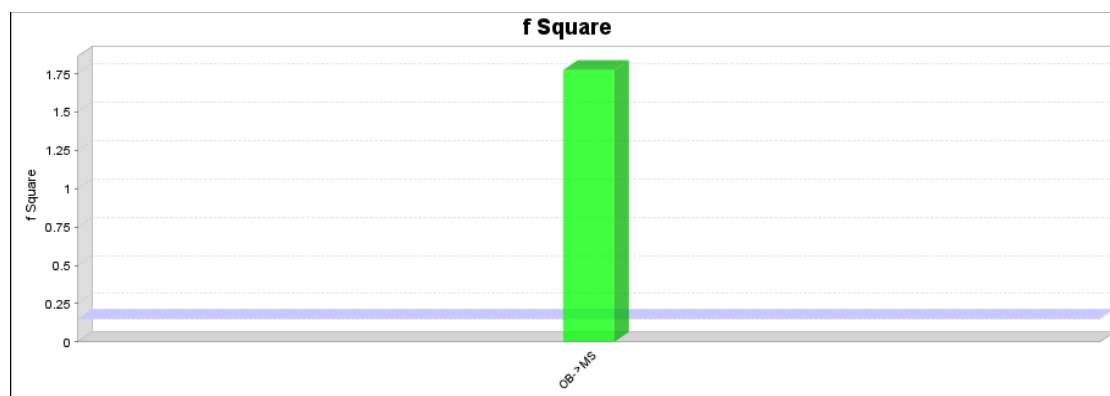


Figure 2: f Square

Reliability Test

The reliability of the selected scale was tested by using SPSS 25v. The results indicated that this paper has used 3 items to measure the IV-Organizational Behavior (OB), and 4 measuring items were used for DV-Managerial Skills (MS). The results indicated that the value of OB is 0.914, and for MS is 0.932. As the value of Cronbach's Alpha is greater than 0.7, therefore, the scales chosen for measuring the latent variables are highly reliable.

Table 9

Reliability Test

Variables	Reliability Statistics	
	Cronbach's Alpha	N of Items
OB	0.914	3
MS	0.932	4

Construct Validity

The rho-A values, composite reliability rates, and the average variance extracted (AVE) of MS (Managerial Skills) and OB (Organizational Behavior) is represented in the Table 10 of the study. As a result, the overall dependability rating of the concealed variable is satisfactory. With a variance of 0.831 and 0.854, the average variation extracted value for MS and OB is strong, indicating that the data is 83.1% and 85.4% variance removed.

Table 10

Construct Validity

	Rho_A	Composite Reliability	Average Variance Extracted (AVE)
MS	0.934	0.951	0.831
OB	0.915	0.946	0.854

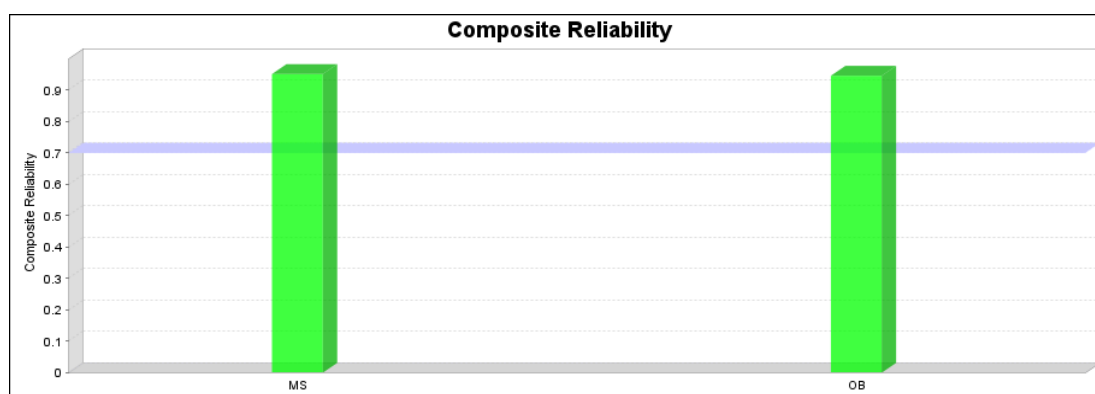


Figure 3: Composite Reliability

Figure 3 shows the composite reliability (also known as construct reliability). The value of composite reliability shows the ratio of internal consistency of items used to measure the variable. The results indicate that the value of composite reliability as 0.951 and 0.946. Which indicates that the items selected for measuring the variables are 95.1% (MS) and 94.6% (OB) consistent for the variables. Therefore, it shows strong internal consistency of items against the variables.

Correlation

The table underneath shows the correlation of the variables. The Correlation of the collected data was calculated by using SPSS 25v. The results from Table 11, shows that the correlation between OBV (Organizational Behavior) → MSK (Managerial Skills) is 0.797. Which means that the OBV → MSK are 79.7% correlated with each other. Furthermore, the results indicated that the relationship between variables of significant.

Table 11

Correlation

		Correlations	
		OBV	MSK
OBV	Pearson Correlation	1	.797**
	Sig. (2-tailed)		.000
	N	50	50
MSK	Pearson Correlation	0.797**	1
	Sig. (2-tailed)	.000	
	N	50	50

** . Correlation is significant at the 0.01 level (2-tailed).

Discriminant Validity

Fornell-Larcker Criterion

Table 12 shows the Fornell-Larcker Criterion (FLC) calculated in the study. It's used to figure out how the MS

and OG work together. The variables show a positive degree of share variance in terms of their relative shares, according to the data.

The degree of shared variance between the variables in this case is 0.800 (OB→MS), which means that changing one unit of OB changes the variance of the variable MS by 80.00% (which is a huge variation).

Table 12

Fornell-Larcker Criterion

	MS	OB
MS	0.911	
OB	0.800	0.924

Heterotrait-Monotrait Ratio (HTMT)

To determine if a variable is discriminately valid, the Heterotrait-Monotrait Ratio (HTMT) values are utilized (as shown in Table 13). It shows how closely the latent variables are related. According to the findings, if Organizational Behavior (OB) changes, the link between Managerial Skill (MS) will have 0.863 (86.3%) the same validity.

Table 13

Heterotrait-Monotrait Ratio (HTMT)

	MS
OB	0.863

The values of several latent variables that correspond to the table's values are shown above. The variables showed a high level of validity, indicating that their connections had been discovered. The correlations between the variables were determined to be accurate in every case. The link between OB→MS is shown to be erroneous in Figure 4.

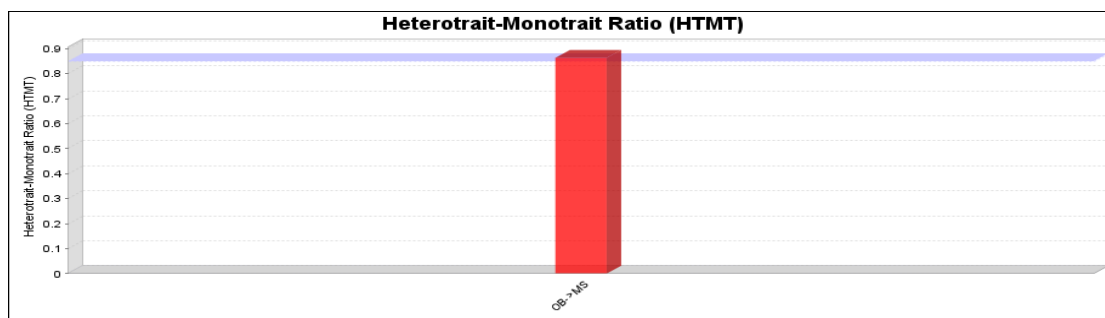


Figure 4: Heterotrait-Monotrait Ratio (HTMT)

Collinearity Statistics (VIF)

Outer VIF Values

The values for the outer VIF of the questionnaire items that were used to measure variables are shown in the table

below. The outer VIF values represent statistical collinearity between all of the items used to measure the variables; the outer VIF values represent this study. As a result, the VIF exhibit rate values ranging from one to ten on a scale, according to statistical figures. For examples:

The OB1 (1st Question of Organization Behavior) has an outside VIF value of 4.447, while the OB2 (2nd Question of Organizational Behavior) has a smaller VIF value of 2.793. The correlation between the items and the variables is represented by the outer VIF values.

Table 14

<i>Outer VIF Value</i>	
	VIF
MS1	2.797
MS2	4.276
MS3	3.393
OB1	4.447
OB2	2.793
OB3	3.927
OB4	3.289

Inner VIF Values

Based on the measurement items supplied in the table below, the inner VIFs of the variables are valued at their corresponding values. As a result, the VIF values of the variables have remained within acceptable range which is 1.000.

Table 15

<i>Inner VIF Values</i>	
	MS
OB	1.000

Model Fitness

Fitness Summary

The model fitness research's results are shown in Table 16, which shows how the saturated model and the estimated model were utilized to conduct the investigation. The saturated model has an SRMR score of 0.052, meaning that it is 5.2% suitable for analysis, according to the model (weak-valid fitness). The rate is 0.075 when the d-ULS data is calculated. The data demonstrate that OB have a positive impact on MS, as indicated by this rate.

Table 16

<i>Fitness Summary</i>		
	Saturated Model	Estimated Model
SRMR	0.052	0.052
d_ ULS	0.075	0.075
d_ G	0.125	0.125
Chi-Square	36.198	36.198
NFI	0.893	0.893

rms Theta

The rms Theta function is shown in Table 17. In this table, the root mean squared residual covariance of the variable's outer model residuals is shown as the root mean squared residual covariance. RMS Theta, which equals 0.299, is the greatest match for 29.9% of the outer model, giving it the best fit overall, according to the calculations.

Table 17

<i>rms Theta</i>	
	rms Theta
	0.299

Conclusion

Volunteers in sports, full-time employees in sports, trainers, coaches, and administrative support personnel all have varying levels of commitment to their employment and organisations. Athletes are encouraged to participate in sports by their coaches, parents, and trainers. This helps athletes maintain physical fitness and promote a healthy lifestyle in order to encourage better international and local collaboration. The work done in the sports business involves a large number of stakeholders, which is one of the reasons why sports operations are both specialized and appealing. Volunteers in sports, full-time employees in sports, trainers, coaches, and administrative support personnel all have varying levels of commitment to their employment and organisations. A number of sporting events have been organised, and medals have been won as a result. Researchers have used information about sports clubs in prior studies to their advantage. Using this information, the researchers were able to reach conclusions on both statistical outcomes and recreational purposes associated to people's efforts to maintain physical fitness and active involvement in sports activities. Professional sport fosters a competitive spirit among sports fans, which demonstrates an understanding of the complexity of modern life, which entails learning to live with and accept the differences that exist in our current world. Professional sport fosters a competitive spirit among sports fans, which demonstrates an appreciation of the complexity of modern life. Participants in sporting events can become more acquainted with their immediate or wider surroundings; sport can promote cooperation and serve as a forum for the sharing of ideas. Researchers in sport management have utilized the RBV method to determine how sports differ from and compare to other companies. The acquisition and development of both real and intangible resources are crucial to the success of any company. This method demands a thorough awareness of the company's external and internal circumstances. The

organisations are impacted by economic, political, societal, legal, ecological, demographic, and technical challenges. To achieve these goals, a professional attitude, a competitive culture, preparedness, resilience, and the use of knowledge management in all operations and procedures are required, ensuring the long-term viability of sports clubs and organisations. The relationship between organizational behaviour and managerial skills of sports clubs in Olympic games was investigated in this study. The observers from the real-world realm were used in this study. In this paper, the phrase "actual domain" refers to respondents who are members of Olympic sports clubs. The findings revealed a link between organizational behaviour and managerial abilities. This is because, in order to survive in a competitive environment, sports clubs are now applying organizational hierarchy and managerial disciplines, and they play an important role in building economic stability in emerging countries. The PLS Algorithm used in our study SEM PLS 3 software was used to create the model. The model's fitness is determined by the PLS algorithm. The impact of organizational behavior (OB) on the Managerial Skills (MS) in sports clubs is studied using structural equation modelling. The results indicate positive association between the variables OB → MS (Organizational Behavior → Managerial Skills) shows the positive path of 0.800. In the research model, none of the variables or items have shown negative pathways. The correlation between OBV (Organizational Behavior) →

MSK (Managerial Skills) is 0.797. Which means that the OBV → MSK are 79.7% correlated with each other. Furthermore, the results indicated that the relationship between variables of significant.

Recommendation

The future studies can count on the economic, political, societal, legal, ecological, demographic, and technical challenges faced by sports clubs, and how these factors affect the organizational behavior. To achieve these goals, a professional attitude, a competitive culture, preparedness, resilience, and the use of knowledge management in all operations must be studied as well. Due to the time and financial constraint this study was not able to cover the role of increasing competitiveness in sports industry. Emerging economies are now moving towards collaborations with international sports leagues; therefore, temporary and permanent sports clubs are also moving towards political concerns as well. Furthermore, the future studies can use the RBV method to determine how sports differ from and compare to other companies.

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