

Relationship between managerial skills and experience to enhance the performance of football players

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Abstract

The primary aim of the research study is to measure the relationship between managerial skills and experience with the enhanced performance of football players. This research study is based on quantitative research, and this research study is also based on primary data analysis. Collecting the data used specific questions related to managerial skills and experience. The managerial skills included interpersonal, decision-making, technical, and conceptual skills, all considered independent variables. On the other hand, football players' performance is the primary dependent variable; this research study focuses on their relationship. To measure the research study, smart PLS software runs different results, including descriptive statistics, the correlation coefficient, the co-linearity statistical analysis, and the model fitness analysis between independent and dependent variables. The overall result found a positive and significant relationship between managerial skills and experience which enhances the overall performance of football players.

Keywords: Managerial Skills (MS), Interpersonal Skills (IS), Decision-making Skills (DMS), Conceptual Skills (CS), Technical Skills (TS)

Research Type: Research Paper

Introduction

As the world develops, the demand for skilled individuals has increased significantly. Any expertise enhances a person's traits. Sports around the globe mainly demand physical abilities from athletes. Football is primarily a physical activity-based sport. The only way for football players to excel in their various disciplines is to hone their primary skills, such as speed and agility. Training and practice are the best ways to achieve speed in football. The more a player practices, the more his speed increases (Sivrikaya, 2018).

Football is an internationally popular sport. Many people around the world enjoy both playing and watching football competitions. The FIFA tournament is the world-famous tournament in football, many football teams participate in this tournament, and many people love to see it. Two teams play the game in a football match, each with eleven players. Out of eleven, one person played the role of the goalkeeper Mukherjee et al. (2019). The football game is played so that the players run after the ball to kick the ball in the opponent's goal to gain the score. The game of football demands much physical strength. Each player in a football game has to put their hundred percent effort to make the team win. Football is not an individual game, but it is based on teamwork. All the players in football play

together to make the team win. The sports of football have changed tremendously over the past few years. The new and innovative form of a football game is prevalent among people (Rizvandi et al., 2019).

Apart from this, the most important thing to make any sport excel is to manage the sports program. The policies and training methodology adopted by trainers can either make or break the team. Different sports worldwide have other training and coaching methods, but the main aim is to boost players' skills and performance. For example, managerial skills are taught to football team players. The primary purpose of this skill training is to develop managing skills in every player Gilani et al. (2020) The managing skill of each player in the team will help the team cope with the match's problems. Managerial skills in football include managing the players' lifestyle, behaviors, and attitudes. By teaching managerial skills to football players, the anger problems of the players can be overcome. The Decision-making ability of layers also improves due to managerial skills (Parnell et al., 2018).

To enhance football players' performance, it is essential to improve their sports-playing skills. By providing better training opportunities to football players, their physical abilities can significantly improve. For example, a player of football who does more physical training to improve his game skills and speed will be more driven to his team than

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a football player who does not does much training [Trequattrini et al. \(2018\)](#). There are also some basic parameters of playing football that require the skill of running, jumping, and sprinting. These basic skills and demanding physical training will help the football player improve his performance in the match [M. Talha et al. \(2020\)](#). One most important training given to football players is core training. As the core region of our body consists of muscles, so the main purpose of the core exercise is to improve the strength of the core muscles of the body [Coker et al. \(2021\)](#). Core training also enhances the player's body's flexibility, strength, and balance. The core training method is regarded as the most advanced method in the recent era of football as it helps to improve the performance of a player to a great extent.

There is a strong correlation between managerial talent and the performance of football players. By developing management abilities, the football player can enhance his athletic performance [Abd Karim et al. \(2018\)](#). Additionally, research has demonstrated that athletes trained with managerial abilities are better able to perform their critical duties throughout a game. Managerial training assists the athlete in managing and pre-planning his every move to help the team win. The managerial training develops the player's leadership qualities. When football players demonstrate leadership traits, they are typically far more engaged in the game than previously. Managerial skills enhance the player's enjoyment of all game types [Xu et al. \(2012\)](#). In conclusion, managerial skills have a significant impact on a person, as they boost the performance of every football player.

The young generation is highly into football and sports. They take much interest in football because it is a sport the world generation can relate to. By watching the football match, people can learn leadership qualities exhibited by football players. The development of an individual football player is related to the betterment of his managerial and leadership skills. The best way for football players to acquire knowledge related to managerial skills is possible by receiving it from professional football trainers [Sulistiyono et al. \(2021\)](#). Only a good trainer can infuse better skills in his players. Many new advancements in football have been made over the past few years, but a lot more improvement is required to make this sport the best sport in the world [Muhammad Talha et al. \(2020\)](#). The government of various countries should make efforts to make their football team exceptionally good among the teams of other countries [O'Connor et al. \(2020\)](#). More and more sports opportunities should be given to the players to improve their playing abilities and give them a better game experience.

Research objectives:

The article's primary purpose is to emphasize the significance of football sports. Therefore, both management and leadership qualities have been examined in this essay. In addition, this article examines the relationship between managerial skills and experience to improve the performance of football players.

This research study is broken into five sections: the first describes the association between managerial skills and experience and the improvement of football players' performance. The second section reviews the relevant literature concerning the independent and dependent variables. Participants also explain the instruments and strategies employed in this research study in the third section, which describes the methodology. This chapter also discusses the conceptual framework and economic model associated with managerial talents and experience. In addition to presenting data and descriptions, the fourth section provides the interpretation and demonstrates the hypothesis analysis. The concluding section describes the conclusion and summarizes the entire research work. This chapter concludes by discussing managerial talents and experience concerning football performance.

Literature Review

[Keattholetswe and Maletle \(2019\)](#) said that football as a sport requires high physical performance when professionally done. It is considered the most interested and famous sport all over the world. It leads to various rising reflexes qualities in players at all levels. [Tuan \(2020\)](#) claimed that physical properties, including speed, endurance, strength, and tactical and technical features, are the main factors to enhance football players' performance. Apart from this, experience and management skills also significantly improve football players' performance. At the same time, [Mertens et al. \(2020\)](#) said that walking, dribbling, jogging, passing, and shooting are more complicated basic movements during football games. Both players and teams benefit greatly from exhibiting these metrics with high performance. Athletes with high-level tactical and technical abilities can succeed if their fundamental management skills are continuously trained. According to the outcomes of their study studies, [Castro-Sánchez et al. \(2019\)](#) asserted that management skill, experience, and core training have considerable favorable effects on the performance of footballers. In addition [Fransen et al. \(2020\)](#) found that football players highly correlated effective coaching with the interpersonal skills, interpersonal knowledge, and technical and instructional expertise of football coaches. They did not view authoritarian leadership as an effective coaching technique.

Similarly, the Author established that coaching expertise is a significant determinant in the effectiveness of skill coaching. Numerous academics have hypothesized that coaches' social milieu and leadership style can influence their players' skill acquisition, accomplishment, and performance. [Madsen et al. \(2022\)](#) discovered that a motivating atmosphere, particularly perceptions of social interaction, predicts managerial skill progress. However, it's unclear whether these factors contribute to greater performance or team cohesion [M. Talha et al. \(2021\)](#). This was because managerial skills, experiences, team atmosphere, and team performance directly correlate. Football sports players' effective management skills and leadership have been highlighted consistently.

[Szymanski et al. \(2021\)](#) discover that managerial skills and experience positively develop football players' performance. Therefore, managerial skills and expertise in sports activities as the crucial factors influencing team functioning and team performance. that is why there has been an increasing focus on the football players' leadership qualities, coaches' experiences, and managerial skills in recent years. In addition, [Jenner et al. \(2020\)](#) explored the perceptions of football athletes' leadership and the enhancement of player performance and managerial skills within a football academy. This research was conducted with the participation of 34 professional football players, who were divided into nine age-based focus groups. [M. Talha, Li, Z and Masood \(2019\)](#). Then the collected data was examined by utilizing thematic analysis based on selection criteria, growth, leader behaviors, shared leadership, management development, and changing environmental constraints, and the consequences highlighted that the better managerial skills have shown, the better performance of athletes and the young footballers show good awareness of leadership quality as compared to others.

Apart from this, [Garcia-Perez et al. \(2020\)](#) reported that sports coaching is considered a complicated activity where various factors have influenced each other to accomplish the desired aim, particularly in football sport or team sport. Physical abilities, managerial skills, and strategies were insufficient, but athletes with high caliber have a more remarkable ability to succeed in team success. [Sun et al. \(2022\)](#) was not discovered any coaching strategies that combine technical skills with character development and have been demonstrated to be beneficial. This research aimed to identify the experiential learning methodology to improve the experience learning methodology in improving passing, shooting technical skills, dribbling, receiving, teamwork, management skills, leadership skills, character discipline, and respect in young football players.

[Springham et al. \(2018\)](#) highlighted that the coaching model based on match experience learning has a remarkable impact on football players' character and managerial skills. It was also practical to enhance the character and skills of young football players.

Moreover, [Arslan et al. \(2020\)](#) asserted that motivational and emotional elements influence a sports context and managerial skills and experience. There is a direct correlation between anxiousness and the performance of football athletes.

[Pizarro et al. \(2019\)](#) analyze the association between anxiety, EI (emotional intelligence), and MC (motivational climate) by using a sample of low-level football matches. The study included 282 professional football players between the ages of 16-18. It was demonstrated that football players with higher trait anxiety and state anxiety levels show lower emotional intelligence and regulate and perceive their emotions more negatively. On the other hand, [Santos et al. \(2019\)](#) claimed that players can manage stress and anxiety with the best management skills and perform better during football matches [Muhammad Talha et al. \(2020\)](#). Similarly, the experience of playing football can improve the performance of athletes, allowing them to demonstrate superior leadership throughout a game. Therefore, it was advised that football coaches should have greater expertise and superior managerial skills in order to deliver the best training and improve player performance. In addition, football players who viewed a task-oriented environment as an essential element possessed more vital emotional intelligence and exhibited less performance anxiety. Therefore, it is crucial to build intrinsic motivations and improve the emotional regulation of football players. [Lee et al. \(2018\)](#) stated that emotional maturity is one of the independent elements that sports psychologists are most interested in because of the negative and positive influence experienced during play on athletic performance. [Werner and Dickson \(2018\)](#) found that the use of managerial skills by coaches and players had a favorable effect on performance. In addition, managerial abilities and experience strengthen football players' sense of self-efficacy during games, which improves their athletic performance.

Methodology

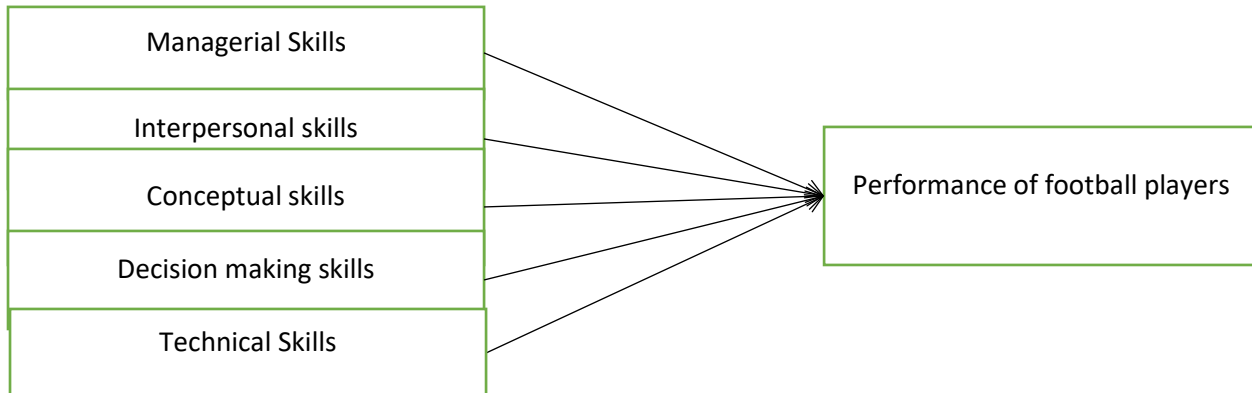
This research study describes the relationship between managerial skills and experience to enhance the performance of football players. This research study is based on the primary data, and research shows quantitative methods for measuring the data related to the independent and dependent variables. Furthermore, for gathering the data, some informative questions associated with

managerial skills and their experience also measure the performance related to the football players.

Research methods and Techniques:

This study examines the effectiveness of managerial skills and their experience with football players. Different sports sectors, particularly football industries in China, were

Theoretical Framework:



Variables:

Managerial Skills:

An individual's managerial skills relate to their knowledge and capacity to perform certain management operations or activities. This information and talent are learnable and practicable. They can, however, be obtained through the functional performance of needed actions and tasks. Management abilities are vital for a variety of reasons. Position yourself as a capable leader capable of making solid decisions, an effective communicator with the personal traits necessary to motivate a team, and a problem-solver able to bring clarity to any issue. According to the research, developing positive relationships with employees is the most crucial managerial skill. One method of relationship development discussed in the book, for example, focuses on making "high-quality relationships" through respectful involvement. The managerial skill is the main independent indicator that measures the relationship between managerial experience and enhancement performance of football players.

Interpersonal Skills:

In both personal and professional connections, interpersonal skills are required for communicating and cooperating with groups and people. People with strong interpersonal skills are more likely to develop good bonds with others and collaborate effectively. They understand their families, friends, employees, and customers well. Communication abilities are just the ability to converse

surveyed. Utilize intelligent PLS software and execute a variety of analyses to evaluate the research study, including descriptive statistical analysis, correlation coefficient, collinearity statistical analysis, outer loading, and weighted analysis. In addition, the intelligent PLS Algorithm model illustrates the relationship between managerial talents and experience to improve football players' performance.

with others. It is about how you communicate with others in a professional situation.

On the other hand, interpersonal skills define how you use your communication skill sets to interact with your coworkers and the wider public. The terms "interpersonal skills" and "soft abilities" represent social abilities. Interpersonal skill is a subset of managerial skills presented in the football performance research study.

Conceptual Skills

Conceptual skills are main skills of a human being. These abilities are thinking skills about complex ideas and finding answers for more complicated problems. The conceptual skills are more valuable in real life and business because they allow the person to find the many solution for challenges. There are many examples of conceptual skills. The first is abstract thinking, analytical thinking about problems, etc. The conceptual skill in sub part of managerial skill is also independent variable for measuring the relationship between the experience of managerial skills and football performance in sport industries.

Decision-Making Skills:

It is the ability to choose between two or more options to achieve the best outcome in the shortest time possible. Making judgments is an essential business skill, particularly for leaders. It is also a daily requirement in your personal life. Some decisions are straightforward and appear intuitive, while others are complex. Misjudgments can have long-term consequences that must be endured. A decision made in error may have long-term repercussions. Choosing amongst diverse options is the essence of

decision-making. The more options you have, the better your decision-making skills when deciding what to eat for lunch. In addition to being a subset of management competence, decision-making ability is an independent measure for measuring outcomes.

Technical Skills:

Technical skills are a collection of abilities or knowledge that may be applied to practical activities in science, the arts, technology, engineering, and mathematics. The use of technical skills frequently necessitates specific tools and the technology required to operate them. Typing is a helpful skill that may be used in various vocations. Excellent typing abilities enable you to communicate more

effectively and accurately express written information. It is beneficial to develop a resume that shows your typing abilities if you are seeking jobs that need regular typing. Technical skills are an independent variable that measure the performance of football players.

Results and descriptions

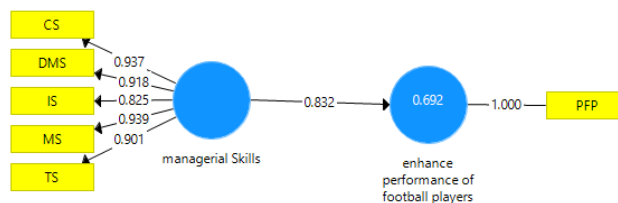


Table 1

Total Effect:

Matrix	Original Sample...	Sample Mean (...)	Standard Devi...	T Statistics (O/....)	P Values
CS<-managerial Skills	0.221	0.220	0.007	31.519	0.000
DMS<-managerial Skills	0.235	0.236	0.008	29.006	0.000
IS<-managerial Skills	0.201	0.201	0.010	20.017	0.000
MS<- managerial Skills	0.226	0.226	0.007	30.817	0.000
PEP<- enhance the performance of football players	1.000	1.000	0.000		
TS<- managerial Skills	0.221	0.221	0.009	25.362	0.000

The above result describes the total effect between dependent and independent variables; the result presents the original sample, the sample mean values, the standard deviation values, the T-statistic, and the probability values of each indicator. The conceptual skills and managerial skills are independent variables; its original sample value is 0.221, its sample mean value is 0.220; also, the standard deviation value is 0.007; its T statistic value presents the 31.519 positive values, and the probability is 0.000, which means that 100% significant levels. The decision-making skills are also independent variables. It shows that the 0.235 rate of the original sample's mean value is 0.236 and its

standard deviation value is 0.008, respectively, indicating that positive deviates from the mean [Muhammad Talha et al. \(2020\)](#). The T-statistic value presents the 29.006 rate, which means that there is a positive relation between decision-making skills and managerial skills; its probability value is 0.000, which shows that 100% significant level between them. The intellectual skill is an independent variable that offers a positive and significant relationship between them; similarly, football players' managerial skills and performance show a positive and significant relationship between them at 30.817 and 25.362, respectively.

Table 2

Path coefficient Analysis:

Managerial skills-> enhance the performance of football players	Original Sample...	Sample Mean (...)	Standard Devi...	T Statistics (O/....)	P Values
	0.832	0.832	0.045	18.297	0.000

The above table presents the path coefficient analysis between managerial skills and performance enhancement of football players. Similarly, the result shows the original sample value. The sample means value, standard deviation, T-statistic and probability values. For example, the result

present as 0.832 is an original sample. The mean value is 0.832, the normal deviation value is 0.045, the T-statistic value is 18.297, and the probability value is 0.000, which shows that 100% significant level between managerial skills and enhanced performance of football players.

Table 3

Model selection criteria:

	AIC (Akaike's l....	AICu (Unbiased...	ALCc (Correcte.....	BIC (Bayesian...	HQ (Hannan...	HQc (Correct...
Enhance performance of football players	-114.835	-112.815	-12.585	-109.625	-112.727	-112.472

The above result represents the model selection criteria result presenting the aic value, AICu value, ALCc values, BIC values, HQ values, and HQc values of the dependent variable. According to the result, its values are -114.835, -112.815, -12.585, -109.727, and -112.472, respectively, showing that the negative rate of model selection is related to the dependent variables.

Table 4

Model Fitness Analysis:

	Saturated Model	Estimated Model
SRMR	0.055	0.055
d_ULS	0.064	0.064
d_G	0.612	0.612
Chi-Square	212.802	212.802
NFI	0.737	0.737

This table describes the model fitness study; the outcome demonstrates that both the saturated and estimated models for the global indicators comprised dependent and independent variables. The result demonstrates that SRMR, d-ULS, and d-G values also display the Chi-square value of each model and the NFI value for each model. 0.055, 0.064, 0.612, and 212.802 for chi-square and other model results indicate that the saturated model is suitable for analysis. According to the calculated model, each factor has rates of 0.055, 0.064, 0.612, 212.802, and 0.737. Overall, the results indicate that the study model is suitable for analysis and has a beneficial effect on the performance of football players.

Table 5

Composite reliability:

	Cronbach's Alpha	Rho_A	Composite Reliability	Average Variance Extracted (AVE)
Enhance the performance of football p...	1.000	1.000	1.000	1.000
Managerial skills	0.944	0.947	0.958	0.819

The above result presents that composite reliability analysis shows the Cronbach Alpha value, the Rho-A value, the combined reliability value, and the average variance extracted value of the performance of football players and managerial skills. The reliability value is 0.958, which means that 95% of the research is reliable for the study; its average variance extracted value is 0.819 its Alpha value is 0.944, respectively.

The above result describes the F-square value of the independent variable; its rate is 2.294, showing a positive square value of the enhanced performance of football players and managerial skills.

Table 6

F-square Values:

	Enhance the performance of football players	Managerial Skills
Enhance the performance of football players	0.000	0.000
Managerial Skills	2.294	0.000

Table 7

R-square Analysis:

	R Square	R Square Adjust...
Enhance the performance of football players	0.692	0.689

The conclusion described above indicates that R-square analysis reveals the value of R square and adjusted R square. According to the results, its R square value is 0.692, and its modified R square value is 0.689, indicating that a good correlation between managerial skills and experience improves the performance of football players.

Table 8

Co-linearity Statistical Analysis:

	Enhance the performance of football players	Managerial Skills
CS	0.000	0.221
DMS	0.000	0.235
IS	0.000	0.201
MS	0.000	0.226
PFP	1.000	0.000
TS	0.000	0.221

The preceding result describes co-linearity statistical analysis; the result gives dependent and independent variable linearity statistical analysis. Increasing the performance of football players, for instance, has a co-linearity statistic value of 1.00 with managing skills. In addition, the managerial skills reveal that each independent and dependent variable has a co-linearity analysis of 0.221, 0.235, 0.201, 0.226, 0.000, and 0.221.

Table 10

Indicators Correlation:

	No.	Mi...	Mean	Median	Min	Max	Standard Devi...	Excess kurtosis	Skewness
MS	1	0	3.270	4.000	1.000	5.000	1.256	-0.791	-0.650
IS	2	0	3.300	4.000	1.000	5.000	1.277	-0.961	-0.436
CS	3	0	3.290	4.000	1.000	5.000	1.235	-0.711	-0.669
DMS	4	0	3.350	4.000	1.000	5.000	1.117	-0.591	-0.512
TS	5	0	3.480	4.000	1.000	5.000	1.170	-0.717	-0.483
PFP	6	0	3.290	4.000	1.000	5.000	1.160	-0.709	-0.472

The above result indicates a correlation between independent and dependent variables. In addition to displaying the standard deviation, excess kurtosis, and skewness rate of each variable, the result demonstrates that the mean, minimum, and maximum values also show the standard deviation, excess kurtosis, and skewness rate of each variable. Management expertise is an independent variable. The mean is 3.270, the median is 4, the minimum is 1.000, and the maximum is 5. The result indicates that its standard deviation is 1.256, showing a positive divergence from the mean.

The intellectual skills present that 3.300 value of mean its standard deviation value is 1.277 also that it is present the skewness rate is -0.436 respectively shows that positive correlation with the performance of football players. The conceptual skills are also an independent variable; its mean value is 3.290, its standard deviation value is 1.235, its minimum value is 1.000, and the maximum value is 5. Finally, the performance of football players is the main dependent variable; it shows that the mean value is 3.290

Table 9

Indirect effect:

	Enhance the performance of football players	Managerial Skills
CS		0.937
DMS		0.918
IS		0.825
MS		0.939
PFP	1.000	
TS		0.901

The above result presents that the indirect effect result shows that values of managerial skills with other independent variables are 0.937, 0.918, 0.825, 0.939, and 0.901, respectively, indicating that positive and significant relationship between independent and dependent variables.

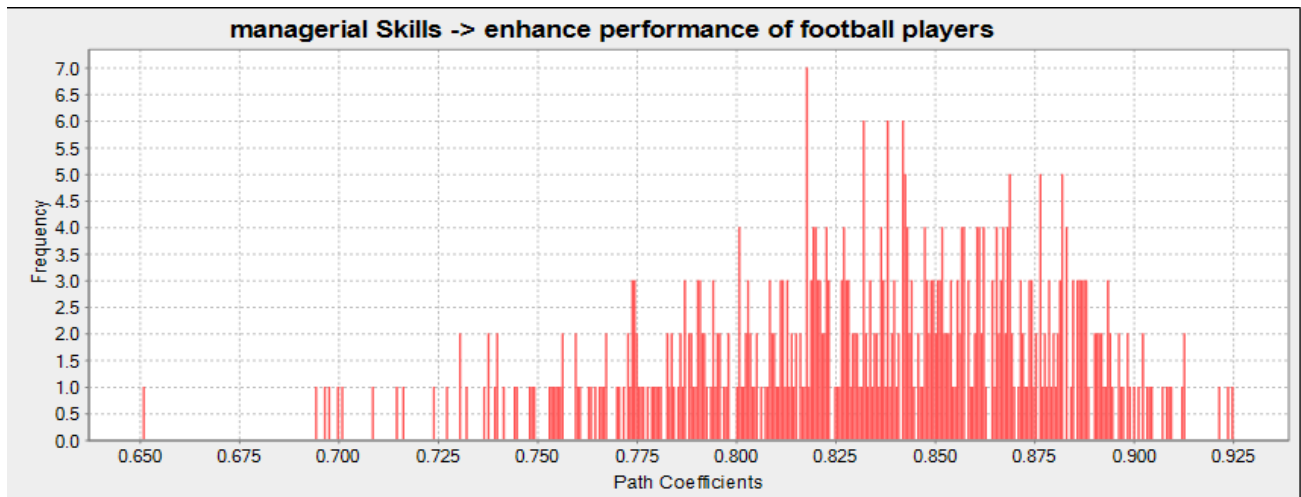
standard deviation value is 1.160, and the skewness value is -0.472, respectively.

Table 11

Outer loading Analysis

	VIF
CS	40.879
DMS	4.405
IS	2.476
MS	41.893
PFP	1.000
TS	4.109

The above table describes the outer loading analysis; the result shows that each variable's exterior loading and inner loading values included dependent and independent variables. The result indicates that VIF values are 40.879, 4.405, 2.476, 41.893, 1.000, and 4.109, respectively, showing each variable's positive values.



The above graph represents the relationship between managerial skills and the enhanced performance of football players. The vertical side shows that frequency points start from 0.0 and end at 7.0; the horizontal side shows path coefficient analysis between independent and dependent variables. The horizontal side presents range values that start from 0.650 and end at 0.925 level; the red bar line presents the relationship frequency between managerial skills and the performance of football players.

Conclusion

In conclusion, sports are now increasingly popular in all developing nations. Particularly football has become a more engaging and rapidly expanding sport worldwide. This study examined the relationship between experience and managerial abilities to enhance football performance. Therefore, to increase the performance of football players, it was essential to improve their talents through proper sports training at colleges and universities. It was also vital to employ professional coaches for sports instruction for athletes to perform well during professional matches. It is also mentioned that by giving football players greater sports training possibilities, their physical abilities, such as running, walking, and shooting, can be significantly enhanced. Consider football players who increase their physical training to improve their playing and managerial abilities. Then, their speed and playing talents will be more committed to their team than those who do not engage in enough training.

In this research piece, we have examined the relationship between managerial skills, emotions, anxiousness, experiences, and several other crucial aspects for enhancing players' performance. A survey questionnaire was utilized to collect data, and numerous models were used to analyze the collected data. It was determined that football coaches' managerial abilities and experiences have a good effect on the performance of athletes during games.

According to the study's conclusions, there was a significant correlation between managerial skills, coaches' experiences, and the development of football players' performances. However, football's evolution has not been significantly influenced by its history. It has been demonstrated through research that coaches' experiences have a substantial impact on the performance of athletes, particularly football players. In addition, managerial skills have a reasonable correlation with experience and a positive effect on the performance of athletes. It has been discovered that football players' confidence can be boosted with managerial abilities and experiences. As football relies heavily on the managerial skills, leadership styles, and experiences of its players and coaches, the performance of the sport is primarily determined by these factors. When the best managerial approaches and skills are applied to the game, professional matches can yield the best performance from the players.

This study examines the association between managerial abilities and experience and the enhancement of football player performance. This research study is based on primary data and outcomes from clever PLS software-based measurements and runs a variety of results. However, the comprehensive research study found a positive and statistically significant correlation between managerial skills and experience and the performance of football players. This research describes the managerial skills associated with football players' performance, including interpersonal skills, technical skills, conceptual skills, and decision-making abilities. Indicators correlations, F square values, R square values, co-linearity statistical analysis, outer loading analysis, and co-linearity statistical analysis were utilized to measure the relationship between the two variables in the research. In addition, this research presents an intelligent PLS algorithm model between dependent and independent variables.

In addition, managerial training supports football players in pre-planning, collaborating, and managing their every

action during professional football matches to achieve victory. When football coaches train football players with extensive experience in their profession, the team's leadership skills improve, which directly correlates with the athletes' improved athletic performance. Aside from

this, we found that managerial skills and experiences are positively correlated, allowing players to perform better in every professional football match. Additionally, a superior football game strategy improved football team performance.

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