

## **DEVELOPING RESEARCH COMPETENCES OF FUTURE MANAGER-TRAINERS WITHIN MANAGERIAL PRACTICE**

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**Keywords: competences, research, managerial practice, manager-trainer, professional training.**

**Abstract:** In this article I have performed an experimental study regarding the research competences development of future manager-trainers within managerial practice.

Managerial practice is a discipline with a substantial contribution to the professional forming of future manager-trainers. It contributes to the completion of future manager-trainer's profile by training and managerial work skills forming necessary to all organizing forms of labor training activities.

**Topicality.** Current educational process manifests itself by changing the aspect of involving the knowledge assimilation, information, on a practical one focusing on capacity and skills building. For this reason we draw attention to the approach of the preparation and training of the specialists focused on developing the competences and capabilities of teaching and learning, evaluation and behaviour in the field. [2]. Thus, the finalities/goals have evolved from knowledge area to the purposes one (educative-instructive), then in the objectives area and in recent decades in the competences forming. Managerial practice contributes substantially to their forming. Through the 240 training hours allocated to students of III-rd year and the 300-hour for MA first year, the graduate-student acquires competences regarding the preparation of planning documents organizing and conducting the educational process with athletes and why not research competences.

From a professional view, managerial practice represents the moment of research and discovery, forming a certain idea of affinity, predisposition and even the belief that being a teacher involves the specialist who wants wholeheartedly to deal with the education of young generation.

Professional training is done in stages, starting with the acquisition of knowledge, information, continues with the analysis, generalization, abstracting these and finally, with their display in practice [1,4,8, 9,10].

Managerial practice as a component of the training curricula provides general system of managerial scientific research work of students within profile disciplines and scientific student's communities within departments.

To train the students of physical culture and sports institutions is one of the main goals of field higher education and the introduction of sports managerial practice in the curricula contributes substantially to solving this challenge.

The preventive analysis of the problem, regarding the theory and practice of higher education has allowed us to see that the highlighting the factors that determine the level of professional training in the context of manifestation of students's research competences will be the basis for formulating the purpose and objectives of the research.

**Research goal** - improving the process of training and application of research competences of MA students within managerial practice, as manager-trainer's part of personality.

**Research objectives:**

1. Studying the theory and current practice of scientific training and professional-pedagogical one in the context of managerial research of the future manager-trainers.

2. Assessment of scientific training and professional-pedagogical level of the future manager-trainers in the context of managerial and scientific content.

3. Theoretical and experimental argumentation of research competences training methodology of the MA students' within "Managerial practice".

To realize the stated purpose and objectives I applied the following **research methods**: theoretical analysis and generalization of the specialized literature data; analysis of planning documents, evidence and control; pedagogical observation; Quiz survey method; pedagogical experiment, comparative method.

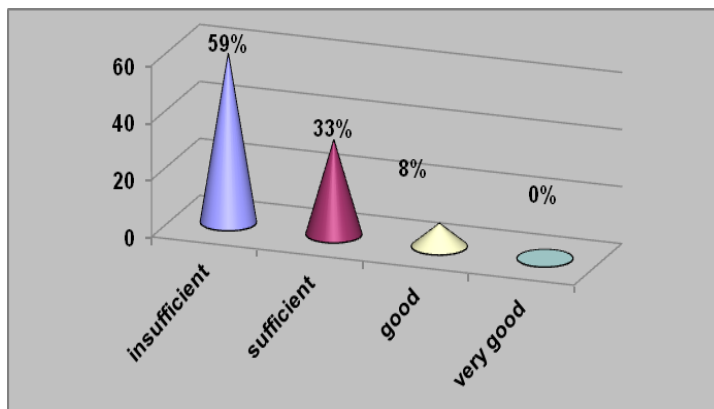
**Research results.**

In order to realize the research activity content of students and MA students scheduled for sports managerial practice program, it was

performed the investigation and pedagogical observation of students and MA students of Sports Faculty.

The gained data from the investigation confirmed the preliminary assumption that students are not sufficiently trained and do not have the requirement levels, necessary for research competences within managerial practice.

On the knowledge level of the manager-trainer in management research domain, 59% consider it insufficient, 33% - sufficient and 8% considered a good level of knowledge (Figure 1). Proceeding from the above data we see that the level of knowledge in management research domain is insufficient.



**Fig.1. Percentage distribution of answers regarding the knowledge level of manager-trainer in research management domain.**

When asked " Are you ready to organize and conduct the scientific research work within managerial practice? " 42% of III rd- year students responded affirmatively and 58% of MA students.

When asked " In which aspects of research activity have you encountered difficulties within management practice?", most respondents (84%) mentioned the projection of scientific work and carrying on some scientific activities, studying the laws of anatomical and physiological development of sportsmen depending on age (74%), studying the scientific aspect of the content and pedagogical professional activity laws of the trainer (68%).

The results of sociological investigation highlighted the obstacles that MA students encounter in organizing and performing the scientific work within managerial practice, a fact which allowed us to establish that

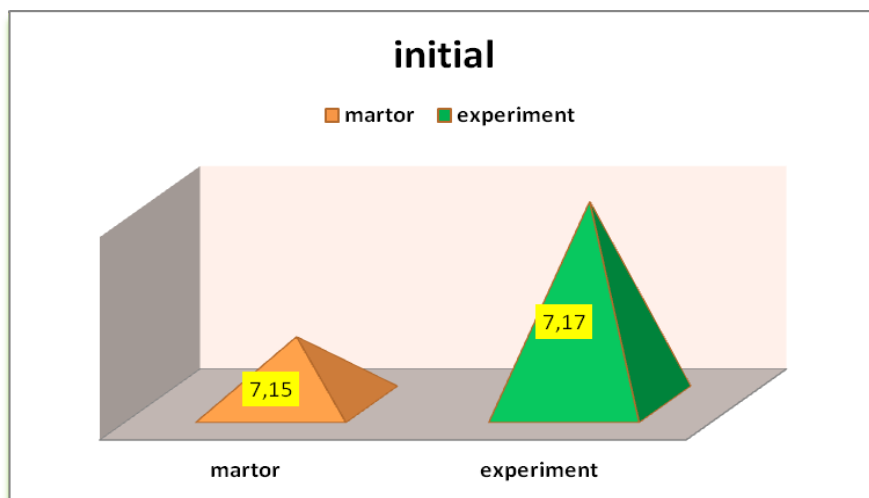
the disadvantages of research activity within the practice can be explained by the following factors:

- ❖ lack of scientific aspects in educational process foreseen in the managerial practice program in the context of research competences manifestation.
- ❖ subjective attitude towards this form of activity from both the students, MA students as well as some managers, specialized Methodists;
- ❖ insufficient knowledge regarding the projection methodology and adaptation of the scientific research;
- ❖ low competence regarding the stages system, levels and aspects of students's training, MA students for the scientific research activity as a basic part of the professional and pedagogical activity of the physical education specialist etc.

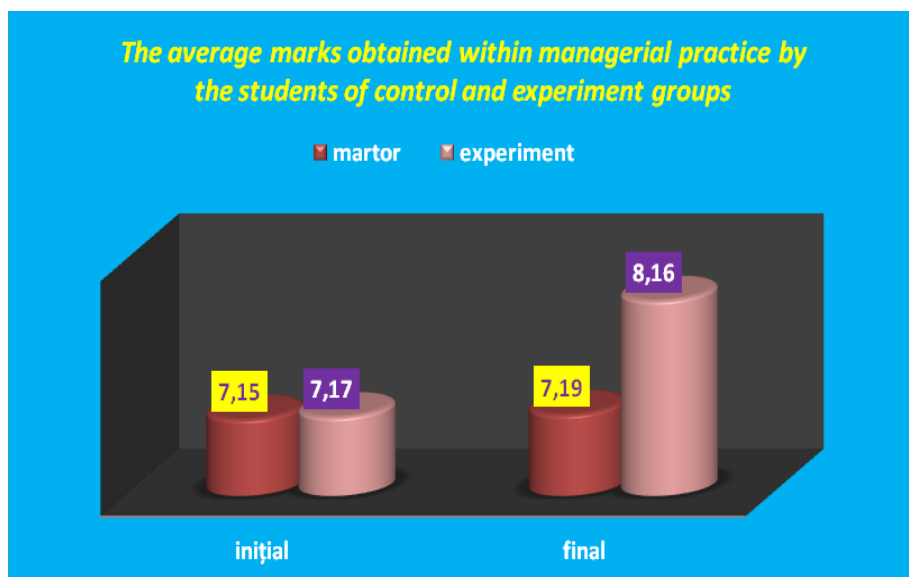
During the sports-managerial practice, according to the fulfilled experiment and analysis of specialized literature [3,5,6,7] takes place the intensification of the training process and self-determination of the manager-trainer, the knowledge and skills needed for the management activity are accumulated and deepen, as well the pedagogical are improved, a fact demonstrated both by the students included in the control group and experiment within the management practice evaluation (Figure 2 and Figure 3).

The methodology of research skills training specific for sports management practice is an integrative process that includes:

- understanding and knowledge of scientific theory, research managerial methods, techniques of data collection and those of processing and interpretation;
- formulation, by the perspective of managerial issues, questions and assumptions regarding the trainer, so that they serve for the scientific work (especially for explanation, interpretation and analysis);
- to know and test independently in his own scientific activity, knowledge, explanations and interpretations in the field of sports management, which implies the possibility of using the required methods;
- to evaluate the results, to be able to master the issues concerning the training.



**Fig.2.** Average marks obtained by the students of control and experiment groups at the initial stage within the managerial practice.



**Fig. 3.** Graphical representation of obtained average by the control and experiment groups within managerial practice.

The marks average obtained after carrying on the pedagogical experiment, both the control group and the experimental one, recorded such values as  $8.45 \pm 0.28$  and respectively  $9.16 \pm 0.24$ , which confirms the hypothesis of our research in which we assumed that development and application of a university curriculum and of course adapted content

"Current issues of management research in the field of physical culture" will help to enhance the preparation level of manager-trainers in physical education and sports domain for the management research activity.

After studies we can **conclude** that one of the main components of the conducting process of training managerial, professional and pedagogical competencies for research reason of future manager-trainers is under the sole control of their activity and giving scientific and methodical aid.

At the same time we find that the pedagogical, instructive-formative experiment (in the classrooms) and the practical and methodical one (in terms of managerial practice) displayed the effectiveness of development and application of new university curricula and of adopted course content "Current issues of management research in the field of physical culture" by means of existence different levels of research competences mastering by MA students.

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## **DEZVOLTAREA COMPETENȚELOR DE CERCETARE LA VIITORII ANTRENORI-MANAGERI ÎN CADRUL PRACTICII MANAGERIALE**

**Cuvinte cheie: competențe, cercetare, practică managerială, antrenor-manager, pregătirii profesionale.**

**Rezumat:** În acest articol am efectuat un studiu experimental privind dezvoltarea competențelor de cercetare la viitorii antrenori-manageri în cadrul practicii manageriale.

Practica managerială constituie o disciplină de învățămînt cu un aport substanțial la formarea profesională a viitorilor antrenori-manageri. Ea contribuie la întregirea profilului de viitor antrenor-manager prin pregătirea și formarea deprinderilor de muncă managerială necesare tuturor formelor de organizare a activităților de antrenament.