WORK COMMITMENT IN RELATION TO THE STATUS OF COACHES IN THE PROCESS OF ACHIEVING TOP SPORT RESULTS

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(Relational paper)

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Abstract
Trainers must be secondary care and the implications for their commitment, work commitment in terms of time and their results to be better treated with that, will improve the economic status of the time and work that has been performed. Improving the economic status of coaches who are expected to bring about success requires that there should be a particular financial responsibility from the state, because the current amount of funds that are provided in the form of compensation, scholarships, pensions on the basis of the obtained result (athlete), is unevenly distributed. Improving the economic status of coaches who are expected to bring about success requires that there should be a particular financial responsibility from the state, because the current amount of funds that are provided in the form of compensation, scholarships, pensions on the basis of the obtained result (athlete), is unevenly distributed.

Keywords: premium sports, boxing, training, sports competitions, sport tournaments, coaching engagement, economic status

INTRODUCTION
As the society has evolved, sport has been transformed into a strong tool for shaping the whole person, not only in the everyday use of a modern man, but in a contemporary sociological phenomenon that turns and forms the fundamental functions and the basic purpose of sport.

In international relations, the professional sport is an element of the wider world integration and a significant factor in deepening the friendship, cooperation and mutual understanding between the people, particularly in situations when it can not be achieved by governmental, political or economic measures. Large sporting events (European, World Championships, and the Olympic Games) have become manifestations of wider general sociological, economic, cultural and political importance.

COMMENTS AND OBSERVATIONS
One of the problems for the full implementation of program activities, the training processes are developing according to the plan, maintaining the momentum and implementation stages, are duties and responsibility of the coaches.

Based on observations, analysis, comparing and the known factors, the engagement in sport and technical work (training, preparation, contests, etc.) of our coaches’ work time, it is adequate with the time spent on the job place of the working people.

Such misunderstanding regarding the work of coaches comes mainly from the state of different understandings about the methods and duration of the creation of the top results and the values of sport. Some of the “observers” who passively wait for something to be happened (as a good result) in sports boxing, which are not being able to understand those events, because they and many other people around them and away from the ring, differently are mistreating the sports boxing – due, with no doubt, to lack of right information about the role of a coach. Because of that, having on mind the partiality, the knowledge, the educational momentum, interests, general knowledge or boxing knowledge as a sport, are variously analyzed and interpreted by the public and the individuals.

There are many stories of rejection and the carelessness of the society when in cases of many examples of successful coaches where the “little people”, boxing coaches are not proper treated within the relevant institutions and around them. In such situations, it is difficult to raise the professional level regarding the international boxing competition, and more difficult is to point the system development to the requirements of modern methods and experiences in the work.

From the author’s extensive experience as a coach and trainer of the Macedonian national boxing team, we may conclude that the amount of time spent during one year (2011. is used as an example for the calculation), have close relations with the creation, typical
for other types of human labor engagement (working in a company). We will calculate the time of the coach spent on training, preparation, etc., based on: of 365 days in a year, 104 days are Saturdays and Sundays, and the remaining 261 are the working days (Monday to Friday). Including the every second Saturday of the month with sparring activity of 2 days per month, which in total are 24 days, of which 261 working days, plus those 24 working Saturdays results with 285 working days which are treated as activity of coaching during one year, for further calculation within this paperwork.

1. The number of training at the club every day including two Saturdays a month are 285 days, multiplied by 2 hours of training per session are 570 hours of coaching engagement annually.

2. If someone as a coach want to be successful (as the author is), you must use Sundays in a week. The coach should do that at least twice a month. Every second Saturday is used for sparring. Two Saturdays every month within the year are 24 days that are counted as working days.
   - Of those 24 days, 12 days, you are at the domestic club times 2 hours training for 12 days is equal to 24 working hours.
   - The second variant, as a guest of boxing clubs throughout the Republic of Macedonia (Bitola, Struga, Ohrid, Prilep, Kumanovo, Tetovo), engage the time like this: a morning trip to the host club/city, measuring, breakfast, waiting for the scheduled sparring match, lunch, and finally the return home trip. Engagement of a coach is due of average 8 hours, by 12 working days, Saturdays of 8 hours multiplied by the activity are 96 hours. 24 hours (home) plus 96 hours (as a guest), is equal to 120 hours engagement coaching during the whole year.

3. Preparing and the preparing engagement of the coach annually equates to 50 days in 2011. Toward having the whole picture of the working hours of coaching engagement on the preparations, we shall give three variants of engaged time or activity:
   - Three trainings per day are equal to 5 hours of engagement each day. 50 days preparation for 5 hours day training are 250 hours per year.
   - Engaging coach 10 hours a day during the 50 days preparations are 500 hours annually per year.
   - For the boxers, the coach is an integral part of preparations in every moment, dedicated to work and his commitment is during round of the clock. 50 days preparations multiplied by 24 hours is 1,200 hours engagement of coaching.

4. The number of matches of national championships (six per year), will determine the working hours of coaching engagement:
   - Trip to the venue place (Bitola, Struga, Ohrid, Prilep, Kumanovo, Skopje, Tetovo).
   - Body measurement is from 9:30 to 10:30 h. pm.
   - Breakfast with the measured boxers.
   - The match is scheduled at 2:00 pm and lasts until 3:30 h. pm.
   - Lunch with the boxers after the match.
   - Journey home, arrival at home at approximately 6:00 h. pm.

So the day begins at 8:00 h. am and ends at 6:00 h. pm. Engagement coaching is 10 hours a tournament. Six tournaments per year, 10 hours commitment is 60 hours activity per year.

5. Participating in the national championship annually, held over two days (Saturday & Sunday). The engagement of the coach is need to be calculated within the time spent, in three variants:
   - 2 days multiplied by 5 hours, equals 10 hours
   - 2 days multiplied by 10 hours, equals 20 hours
   - 2 days multiplied by 24 hours commitment, is equal to 48 hours

6. Participation in international competitions on average of eight times a year (Bulgaria, Serbia, Bosnia and Herzegovina, Italy, Albania, Turkey, Ukraine, Russia ...). Every international match is a minimum of six days, a maximum of ten days engagement. On average 8 days at 5 hours a day equals 40 hours spent during a tournament. The five hours is likely to include three training sessions per day.
   - 8 tournaments multiplied by 40 hours equals 320 working hours commitment per year.
   - The second option for calculating the time spent coaching is 10 working hours of a tournament that lasts 8 days. This amounts of 80 hours. These 80 hours may be multiplied by the 8 tournaments per year, amounting of 640 hours engagement of coaching per year.
   - The third option is, if the time spent at tournaments is counted as 24 hours spent time coaching, then eight days of the tournament times 24 hours, in total are 192 hours of engagement by a tournament. Eight tournaments per year multiplied by 192 hours sums of 1,626 hours activity, per year.

7. Every year there is European or World Championship. Participation lasts for 10 days, but occasionally, the events can span between 15 - 18 or 22 days. It should be calculated on average of 10 days. As of before, we shall offer three variants of calculation, on the basis of the employed working hours:
   - Variation of saving coach engagement can be considered as a part of three trainings per day is 5 hours. 10 days times 5 hours a day is equal to 50 hours of engagement.
   - The second variant of coaching engagement is 10 days multiplied by 10 working hours, which equals of 100 hours.
   - The activity of coaching consist of 10 days to take care, prepare, care of the weight of boxers, to be careful of the boxer, maintain the training, minimum 5 times he weighing the boxer, boxer’s stress at the ring during the fight, the responsibility of the coach and a number of other things come into the 24 hours a day – full pastoral care, coming in at 240 hours of activity.
8. Every fourth year is participation in qualifications for the next Olympic Games. Usually there are three tournaments and will give three options for the coaching engagement.

- Ten days of the tournament times 5 hours of engagement, is 50 hours. Three tournaments by 50 working hours is equivalent to 150 working hours of coaching.
- The second option is ten days of the tournament multiplied by 10 hours, which is equivalent to 100 hours. These hours, added to the three tournaments, that results with a figure of 300 hours of coaching engagement.
- A third variant is the 10 days of the tournament after 24 hours is equivalent to 240 working hours. These hours we will multiply by 3, for the number of tournaments and we get time of 720 hours of coaching engagement.

Active participation of coach is 285 days a year (as was the case in 2011.), turned into engagement or engagement.

The extent to which we arrive at today’s achievements in sports (records, medals and so on), does no longer tolerates simply just talented athletes and dilettantes of the sport, but people who are working for a large period of their lives as a whole toward approaching the author’s calculations, the calculation of time spent engaging the coach confirms it for many reasons.

The sum of the training - active, practical, “passive” time devoted to sport boxing is growing and always tends to increase the working hours. The active presence and creativity of the coach results in a mode of life in sports training and hard work with athletes. From a distance, such work is transformed into work or working days.

In the real meaning of the word, he is a person without contractual employment while performing this work. There is uncertainty during and after the end of the coaching career.

What sacrifices does a coach make?
- He sacrifices his social and economic future. The future of his family in favor of intensive engagement time in sports activities.
- Trainers for extensive preparation, performance and representation of our country, are loosing their personal incomes (wages, funds), which no one makes into the consideration.
- They are unable to work extra, and they are at a loss in terms of personal development with regards to effort and the time spent.

CONCLUSION
Our society needs a good coach. But he can not affirm to end the state of his economic uncertainty.

Coaches who invest in themselves educationally and vocationally, which shows or promises high sports results, should receive material compensation that will allow them to devote part of their lives, one part of their active life, working with athletes. Any other formula would be a negation of the above declared figures and facts, explanations and engagement time. The creators, trainers and socially valuable achievements should follow the assets that correspond adequately toward the engaged time. There is no reason for coaches in this case to be the exception, particularly that there is very small number of quality coaches in the country.

Improving the economic status of coaches who are expected to bring sport successes requires that there should be a particular financial responsibility from the government, because the current funds that are provided in the form of compensation, scholarships, pensions on the basis of the obtained result (athlete), is inappropriately distributed. Obviously it is important that the economic situation of the coaches determines his participation in training of a certain athlete or group of athletes who not only succeed but also if those athletes are awarded for their efforts.

Awarded athletes are categorized fully justified, but the criteria and the amount they are compensated with is unevenly disproportionate in relation to the coach; the difference is enormous.

The question of the status of the coach should not only be his problem, it is a problem of society and its solution ought to be sought by the relevant institutions.

Therefore, in defining the status of coaches, its greater visibility, needs to be shed upon their work
(think of the economic section, the prize fund), not to go to any extreme vague of amateurism or unfinished professionalism.

In the future, if there is no solution for the coaches’ status, their indifference will lead to an inflation of sport values. This means that we in the sport will not have “high” performance results. All high or low scored results will try to show how valuable “high” scores are validated or not by some benefits.

REFERENCES


РАБОТНАТА АНГАЖИРАНОСТ ВО ОДНОС НА СТАТУСОТ НА ТРЕНЕРИТЕ ВО ПРОЦЕСОТ ЗА ПОСТИГнувањЕ НА ВРВНИ СПОРТСКИ РЕЗУЛТАТИ

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Руждија Калац
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Апстракт
Тренерите не смеат да бидат второстепена грижа, така што нивната посветеност, работа и ангажман, како и нивните резултати треба да бидат подобро третирани, со што ќе им се подобри економскиот статус во текот на работата која ја извршуваат. Подобрувањето на економскиот статус на тренерите од кои се очекува или кои постигнале успех, не треба да се третира како особено финансиско оптоварување за државата, затоа што и со сегашнинот обем на средствата кои се даваат во вид на награди, стипендии врз основа на стекнатото резултат (на спортстот), е неправилно распределен. Прашавањето за статусот на тренерот не треба да биде само негов проблем. Тоа е проблем на општеството и во неговото решавање треба да учествуваат надлежните институции.

Ключни зборови: врви сорији, бокс, шпиреници, сбирйски шторири, сбирйски наййревари ангажираноси на ййренрой, економски сиййаус

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