

Organisational Performance Management in Sport: Routledge Research in Sport

Performance management is a critical aspect of any organisation, and the sports industry is no exception. In order to achieve success, sports organisations must be able to effectively measure and manage the performance of their athletes, coaches, and staff.

This article will provide an overview of organisational performance management in sport. We will discuss the different types of performance management systems, the benefits of using a performance management system, and the challenges of implementing a performance management system.



Organisational Performance Management in Sport (Routledge Research in Sport Business and Management Book 4) by J. Andrew Ross

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Enhanced typesetting : Enabled
X-Ray for textbooks : Enabled
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Types of Performance Management Systems

There are a variety of different performance management systems that can be used in sport. The most common type of system is the goal-setting system. This system involves setting specific, measurable, achievable, relevant, and time-bound (SMART) goals for athletes, coaches, and staff. Once the goals have been set, the organisation will track progress towards those goals and provide feedback on a regular basis.

Another type of performance management system is the behaviour-based system. This system focuses on observing and evaluating the behaviours of athletes, coaches, and staff. The organisation will identify the behaviours that are critical to success, and then they will track and measure those behaviours.

Finally, there is the 360-degree feedback system. This system involves gathering feedback from a variety of sources, such as athletes, coaches, staff, and customers. The feedback is then used to provide a comprehensive evaluation of the performance of the individual.

Benefits of Using a Performance Management System

There are a number of benefits to using a performance management system in sport. These benefits include:

- Improved performance: A performance management system can help organisations to improve the performance of their athletes, coaches, and staff. By setting clear goals and tracking progress, organisations can help individuals to stay focused and motivated.
- Increased accountability: A performance management system can help to increase accountability within an organisation. By tracking progress

towards goals, organisations can hold individuals accountable for their performance.

- Improved communication: A performance management system can help to improve communication within an organisation. By providing regular feedback, organisations can help individuals to understand their strengths and weaknesses, and they can also help to identify areas for improvement.

- Increased motivation: A performance management system can help to increase motivation within an organisation. By setting challenging goals and providing regular feedback, organisations can help individuals to feel motivated to achieve their goals.

Challenges of Implementing a Performance Management System

There are a number of challenges associated with implementing a performance management system in sport. These challenges include:

- Resistance to change: Some individuals may be resistant to change, and they may not be willing to adopt a new performance management system.

- Lack of resources: Implementing a performance management system can be time-consuming and expensive. Organisations may not have the necessary resources to implement a system effectively.

- Lack of expertise: Implementing a performance management system requires expertise in performance management and human resources. Organisations may not have the necessary expertise to implement a system effectively.

Performance management is a critical aspect of any sports organisation. By using a performance management system, organisations can improve the performance of their athletes, coaches, and staff, increase accountability, improve communication, and increase motivation. However, there are a number of challenges associated with implementing a performance management system, and organisations should be aware of these challenges before implementing a system.

Additional Resources

- [The Ultimate Guide to Performance Management in Sport] (<https://www.sportaid.org.au/the-ultimate-guide-to-performance-management-in-sport/>) - [Performance Management in Sport: A Practical Guide](<https://www.routledge.com/Performance-Management-in-Sport-A-Practical-Guide/Jones-Weed/p/book/9781138023033>) - [Performance Management in the Sport Industry] (<https://www.tandfonline.com/toc/tjsp20/current>)



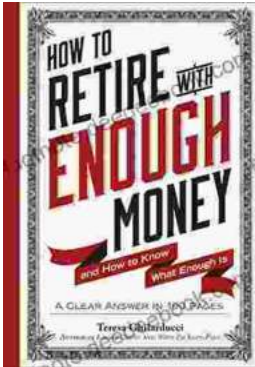
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