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## **A Survey of Recruitment and Retention of Female Judo Coaches in India**

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**Abstract:** The purpose of this study was to investigate the recruitment and retention of female Judo coaches in India. Fifteen female judo coaches have been selected who were working in government organizations in India and their age ranged between 18 to 60 years. In order to carry out this study qualitative data collection method was used to gain an effective depth and understanding of recruitment and retention status of female judo coaches in India. Interview method were used, purposively selecting females judo coaches who had working in various government organizations in India. Areas which reflect from the literature available and content of expert's opinion were included in the interview for better output. The study was concluded that the government organizations are not pro-active in recruiting female judo coaches and retention of the female judo coaches are also a challenging area for judokas who are seeking their career in judo.

**Keywords:** *Recruitment, Retention, Female Coaches and Judo.*

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### **Introduction:**

Judo is a system of self defense, which makes use of an opponent's strength to overcome them, meaning that a smaller opponent can defeat a larger opponent. Judo is derived from two Japanese words Ju and do, where 'ju' means gentleness or giving way, and 'do' means way of life, thus making judo mean literally 'the gentle way' or 'the way of giving way.' judo was founded in 1882, in Japan, by Professor Jigoro Kano, who envisioned it as a way of becoming physically and mentally fit through disciplined training. Judo is a major sports playing by the maximum countries around the world. A judo coach plays a significant role to guide the trainees properly, train them technically and provide them an updated knowledge of latest skills and their implication to improve their performance and built confidence to compete.

Many government and private organizations, education institutions who are providing job opportunities to the female judo coaches in India. Recruitment process for the selection of judo coaches in India is on the major factor where recruitment of judo coaches are drive through written exams, personal interviews, psychometric aptitude tests, interests, professional commitments for sports and suitability for being appointed by the concerned body. Retention is a part of the planning, process, or more a question of effective performance of the management and recruiters, it is important for the any organization to incorporate retention policies for a healthy professional environment in their firm and organization. Judo is also known as a defensive sport which develop the defensive skills from any external attack. In currant prospective females must learn and practice judo for their security and social causes.

Few institutions are there in India who offers diploma course in judo to become a judo coach in India i.e. NSNIS, Patiala, LNIPE Gwalior and SGSU Ahamadabad. Number of female participants in this diploma program is very less. These institutions are also offering certificate courses for judo in various time slots in India.

The lack of female judo coaches in India needs to be targeted. Role models within sport are widely accepted and with more female coaches they will become more prevalent throughout Judo. The more women take positive, leading roles as athletes, trainers, journalists and decision- makers, the more women will see that gender inequalities can be overcome – not only in sports but in all professions. In the hope to encourage female participation at all ages and also to promote a female side to Judo. This could have a positive long term result in producing a higher number of female players at a high performance level.

### **Methodology:**

Fifteen female judo coaches selected who are working in government organization as judo coach were selected for this study and their age ranged between 18 to 60 years. A qualitative method for data collection has been deemed most appropriate for this study because the ultimate outcomes are to understand the recruitment and retention of female judo coaches in India. This study was conducted by taking a small sample size of participants and using interview method for the collection of data. Grattan and Jones (2004) classify questionnaires as a set of questions were used to gain information from the subjects used as the preliminary source of designing questions for the interview.

Interview were designed and conducted on recruitment of female judo coaches, entry

pathways to coaches, motivational factors to coaches and barriers to coaches. Research scholar had visited 10 regional and training centres of Sports Authority of India where judo coaches were deputed for the collection of information mentioned below;

S. No.	Centres
1	Netaji Subhas National Institute of Sports, Patiala (Punjab)
2	SAI Udhav Das Mehta Bhaiji Central Centre, Bhopal (Madhya Pradesh)
3	SAI Netaji Subhash Regional Centre, Lucknow (Uttar Pradesh)
4	SAI Netaji Subhash Southern Centre, Bengaluru (Karnataka)
5	Netaji Subhash High Altitude Training Centre, Shillaroo (Jammu and Kashmir)
6	Haryana Agriculture University Stadium, Hisar (Haryana)
7	SAI Chaudhary Devi Lal Northern Regional Centre, Sonapat, Haryana
8	SAI Netaji Subhas Western Centre, Gandhinagar, Gujarat
9	Indira Gandhi Indoor Stadium, Delhi
10	Lakshmbai National College of Physical Education, Thiruvananthapuram, Kerala
11	SAI Special Area Games Training Centre Dhar, MP
12	SAI Training Centre, Aurangabad Maharashtra

#### Data Collection:

Fifteen female judo coaches were interviewed for this study on selected areas. Interviews were provided a rich basis of research with a consideration of using fewer people. Semi-structured interviews were carried out, because structured interviews would not allow chosen participants to expand on their experiences and therefore can hinder the research in a qualitative respect. The interview was developed around the four main themes which were identified from the review of related literature. These were recruitment of female judo coaches, motivational factors to coaches, entry pathways to coaches and barriers to coaches. The questions were then developed under these themes and probes for each theme were created. List of female judo coaches who were appointed by government of India since 1978 till 2017 are as follows;

<b>S. No.</b>	<b>Name</b>	<b>Year of Appointment</b>
1	Ms. Sabitri Chanu	1984
2	Ms. Suman Gogi	1984
3	Ms. Divya Sharma	1984
4	Ms. Rosy Jamwal	1988
5	Ms. Bartha D'Souza	1988
6	Ms Poonam Rana	1988
7	Ms. Nirmala Jain	1992
8	Ms. Tejenderjit Kaur	1992
9	Ms. Sonia Kumari	1994
10	Ms. Narinder Kamboj	1998
11	Ms. Sushma Verma	1998
12	Ms. Divya	2013
13	Ms. Garima Chaudhary	2013
14	Ms. Ruchi Audichya	2014
15	Ms. Kulvinder Kaur	2014
16	Ms. Janita Kataria	2014
17	Ms. Elizabaeth Colney	2014
18	Ms. Kiran	2014
19	Ms. Monal	2017

**Reliability & Validity:**

Grattan and Jones (2004) state that there are two concepts where quality is addressed, those of reliability and validity, specifying how trustworthy a project is. Veal (1997) suggests that reliability is how legitimate the results are if the study was repeated.

Subject's biasness is a problematic factor within research; this is when a respondent replies how they think the interviewer wants them to. Therefore, reminding respondents that there is no right or wrong answer is a crucial element when undertaking interviews (Grattan et al., 2004). To maintain reliability, it was stressed to the participants, prior to conducting the interviews that all responses were anonymous, so that participants were more relaxed and felt able to give true responses. Using a voice recorder when interviewing participants can increase the validity of the study, it poses many benefits, including the ability to playback

interviews ensuring no information is missed, data can be uploaded on to a computer and can be used to transcribe the data, something being discussed may be perceived differently because voice tone and pitch will be neglected.

### **Conclusion:**

The study successfully established findings to endorse objective one. It was identified that there is no current strategy implemented by the government for recruiting and retain the female judo coaches. This was highlighted as a barrier to female coaching due to the lack of awareness and due to an identified promotional issue. It was identified that the government of India need and want more female coaches in order to encourage more female participants however there is lack of evidence suggesting a coordinated marketing strategy or a communication strategy. The lack of a current recruitment process is hindering potential female coaches obtaining the qualifications. The barriers to recruitment in relation to female judo were identified and highlighted. It was recognized that they were consistent with the generic volunteer research undertaken. Time, cost and commitment were highlighted along with an emerging barrier; the physical nature of Judo and the sports perceived male dominance. The government seemingly understood these issues, however were not proactive in assisting women overcoming these barriers.

It is also concluded that very less number of female judo coaches have been recruited by government of India due to less number of qualified female judo coaches in India. Government needs to initiate programmes like “women and girls in Judo” where women will be provided with the opportunity to participate solely with other women in the hope that more women will emerge. Such programmes may also empower the woman for their upcoming life barriers.

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