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# A Study to Assess the Employability Skills needed among the Professional Athletes

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## ABSTRACT

*Many youths in India are unemployed, underemployed or working in low quality jobs and working long hours for very low wages. Many of those athletes are engaged in extremely hazardous work or obtain only short-term or informal employment arrangements. More than 60 percent of youth are unemployed due to lack of workplace skills. Self-awareness is described by Kindt and Rowell (2012) as the ability to understand your values, personality, goals, and feelings. The message that came up again and again at the Supporting Champions Conference in 2019 was really about listening! Because listening is much more difficult than talking and you will find that most people love to talk. So, adaptability is also a skill which was mentioned we have already talked about adaptability that you have to communicate mind to get desired results but we need to be adaptable in all kinds of situations.*

**Keywords:** *Employability, Skills, Athletes, Professionals, Professional Athletes.*

## I. INTRODUCTION

Many young people in India are unemployed, under-employed or working in low-quality jobs and working long hours for very little pay. And many of them are engaged in extremely hazardous work or find only part-time or informal employment arrangements, and more than 60 percent of youth are out of employment due to lack of workplace skills. There are many other reasons for unemployment or underemployment and acceptance of low quality jobs. This paper mainly focuses on the requirement of employable skills of athletes and various aspects of employability and also the various types of problems faced in securing employment are discussed in this paper. The paper also discusses the perspective of employability and the role of professionals in the employability of athletes. The meaning of Employability is 'a set of achievements, like as – skills, understandings and personal attributes that makes graduates more efficient to gain employment and to be successful in their chosen occupation, which benefits themselves, the workforce, the community and the economy' (Mantz Yorke, 2004) the Employability refers to a perception of individual of his or her possibilities to getting a new,

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equal, or better employment (Berntson,2008). An individual's chance of a job in the internal and/or external labor market (Forrier and Sels, 2003). Employability refers to the capability of a person for gaining and maintaining the employment (Hillage, 1998). For individuals, employability depends on the knowledge, Emma Ross and Exercise physiologist describes the key to influencing the performance as knowing when to step the forward and knowing when to sit back and keep quiet, even when you can see things are going wrong. Building on this, two of the most important things when working with and influencing other people are:

**What you say, how you say it and when you say it.**

**What you do, how you do it and when you do it.**

These may look to be a simple enough statement but because everyone is an individual with the different personalities and because every situation is the different you will continually have to be able to adapt, what you say and how you act. To get what you say and what you do right (in as many situations as you can) you will need a whole raft of other skills.

In order to be able to develop the relationships effectively and influence to other people, you will also need a varying degrees of the following personal skills:

- Creativity/innovation
- Communication
- Self-awareness
- Listening
- Judgement
- Empathy
- Adaptability
- Emotional intelligence

Every exchange you have with another person and every time you act and speak will be influenced by these skills along with your own knowledge and previous experiences. These personal skills arrant individual attention so we will look at each one individually before looking at how they can be developed.

### **(A) Objectives**

1. To know the Employability skills of Professional Athletes.
2. To know the employability skills of sports persons.

## **(B) Methodology**

This research study is based on primary and secondary data analysis. Many books, articles, research papers and texts are referred to this study. Many Athletes were interviewed to assess this study.

## **(C) Literature Review**

### **1. Self-awareness**

Self-awareness is described by Kyndt and Rowell (2012) as the ability to understand your own personality, values, emotions and motives. This will be enable you to understand the impact of what you do and say on other people. Kyndt and Rowell (2012) stress that increased self-awareness helps you to manage your emotions and behaviours but also to understand other people better and have empathy with them. If we can understand other people and their experiences, then this in turn helps us to communicate more effectively with them and to develop better relationships. In this turn, low self-awareness results as a gap between how you see yourself, what you say and do, and how the other people see you and interpret to your words and actions. You can see to how this would impact negatively on relationships you developed and the trust of the other people will have in you.

### **2. Communication**

The word communication has been described very poignantly by sports analyst Chris Barrie. There is an element of how you give information and how you receive information, he said. He sees communication as central to his role working with coaches. As coaches ask for some specific analysis and he needs to know whether he is clear in his requests or not, he understands it completely. If they give wrong information, it will harm their relationship and waste time. Chris makes the very important point that the people will communicate in the different ways and that you need to be a creative when sending your message so that it lands with impact.

The Strength and conditioning coach Will Abbott discusses about the importance of being able to communicate at the different levels, or to the people with different levels of maturity and education. In their role they may deliver information to the football coaches, some who may have the sports science or coaching degrees, and some who may not. He may talk differently to medical staff than to coaches and even the players when discussing their injuries. They will work with different age groups of the players from under-9s up to under-23s and there is a huge difference in the languages, tone and pace needed to the communicate with these groups. Performance nutritionist Emma Gardner explains that her biggest challenge is to putting the amazing knowledge that she has to athletes in a meaningful way so that they can understand it,

or else her work will have no impact on their nutritional strategies.

Outdoor pursuits instructor Grace Kelly has found that she has to make the major adaptations in her communication skills so that she can understand the other people and so that they can understand her also. In her role, effective communication is central to the safety of her customers. For as, there are challenges in taking hearing impaired students canoeing and ensuring that she is always positioned so that her face can be seen, thus allowing students to lip read. She adapts her language for visually impaired students by using more descriptive language to develop images for them.

### **3. Listening skills**

At the Supporting Champions Conference 2019 the message that came up most frequently was about really listening! Because Listening is much harder than the talking and you will find that the most people prefer to talk but listening involves more than just allowing people to talk, as to listen you need to be fully present and concentrate on what the other person is saying. If you are thinking about what you are going to say next or are developing opinions about the other person then it is likely that you are not listening carefully.

Interestingly, three people I interviewed stated that while they had introverted personality types the benefit of this was that they were good listeners. Personal trainer, Ronique Redelinghuys, says that being an introvert helps her to be good at listening and remembering things about other people. So she can talk less and take the focus off herself she asks people questions, and as people often like to talk she can find out a lot about them. This in turn helps her to understand them and feel more comfortable with them. This can only help to develop working relationships. Exercise physiologist, Luke Gupta, says that listening is a strength of his and this is valuable in a team environment because you won't miss things that other people in the team may miss. By listening to people it helps him to understand their concerns and then deliver an appropriate solution. He explains that people who listen can be perceived as being quiet, or not being seen as team players, and in teams it usually extraverted people that flourish.

### **4. Empathy**

The word empathy is understanding the experience of another and the challenges they face. It is very important to have empathy because the people you work with will have different thoughts and feelings than you and they may come from different areas and they may have different abilities and experiences, but people should have their own base. But there can be a tendency to give solutions to experiences and expect them to enjoy and benefit from them. This can be in a fitness training environment where we can impose exercises we like on other people

or suggest nutrition plans that we have used and expect to be successful. Empathy especially becomes very important when dealing with people. Whose experiences are completely different from ours. For example, Grace Kelly says she deals with inner-city students who come to the countryside and go rock climbing in outdoor environments that are completely different to them. We have to understand that they may be scared or wary of doing these activities that we are comfortable with. Empathy can be developed by asking the other person questions about their thoughts, feelings, and experiences, and processing their answers so that you can appreciate their fears and then come to solutions that work for them.

## **5. Judgement**

Judgement is about the 'when' part of what you say, how you say it and when. It is central to the success or failure of your words or actions. Saying something at the wrong time or behaving inappropriately at the wrong time can have disastrous results. Decision making depends more on emotional intelligence and being able to read situations or assess the mood of a room or environment and then decide whether it is the right time for you to move forward or retreat.

## **6. Emotional intelligence**

Emotional intelligence has become a buzzword in the work environment, but has also drawn criticism from some academics who question its validity. However, the concept of emotional intelligence is useful to us when considering personal skills. Emotional intelligence refers to how we identify, monitor, and manage our own emotions as well as how we react to other people's emotions (Kindt & Rowell, 2012). Emotional intelligence is based on the work of Daniel Goleman (1996) and in his book *Emotional Intelligence: Why It Can Matter More Than IQ*, he explains how people with medium intelligence can achieve more in the workplace than those with high IQ levels. Goleman's argument (1996) is that this may be due to their more developed emotional intelligence which is seen in their abilities like as persistence, self-control and self-motivation. The People who have a high level of emotional intelligence, are able to control their emotions under pressure, read and respond to other people's emotions and most importantly they handle relationships smoothly. One of the main attractions of sport is that it is emotional and as it is characterised by winning or losing. it can be responsible for emotional highs and lows. It is important to not become too emotionally involved in the little things that affect you doing your job to the best of your ability, like getting into an argument or focusing on the negatives and letting that affect your performance. If you have played sport yourself, you know how emotions can affect you and it's the same if you are a member of staff. If your team loses a game, it is very easy to get caught up in the emotion but it's important to see the bigger

picture and focus on the long term.”

## **7. Adaptability**

Adaptability is also a skill. We have already talked about being adaptable in the way that we communicate to get the results that we want but we need to be adaptable to all circumstances. Personal trainer Richard Marfel tells him how to adapt to the restrictions of home training. He is restricted by the equipment he can get in his vehicle, the equipment's type he can use are not portable, the amount of space which people have in their houses and the impact of travelling. He also highlights some unforeseen issues that may be there, such as children and the pets joining in training sessions. He also takes the approach that you desperately need to embrace them instead of resisting them and adapt your training so that everyone can be happy. He makes a point that you have to judge how your customer is feeling and then what is the appropriate response? You can create a variety of exciting schedules but if they all have a bad night's sleep or a bad day, they might not be in the right mood for a training session.

## **8. Innovation**

Sport and physical activity manager Vicki Galvin says how she often has to be innovative and think outside the box to find solutions to the problems. This is due to work with different departments who have their differing agendas but all are interested in providing a good service. Physiotherapist Laura Heathcote says that being creative is really crucial because for us it is about thinking. We might see the same injury but it is in two athletes with different disabilities and they will present fully differently. The best rehab practice for us are not written in a book or found online. Sometimes they just can't reach a certain position or exercise so the ability to be creative and come up with personalized solutions is key. Plus, athletes get bored if you give them the same exercises for all the time. They challenge us as much as we challenge them to be creative.

## **II. THE PERSPECTIVES IN DEVELOPING EMPLOYABILITY SKILLS**

Developing employability among students is an intrinsic part of education and it is the responsibility of the government. This should also happen at the university level. For this, there is a possibility of taking important steps quickly. The government should try its level best to provide all the students with the courses of their choice and their funding to the universities. Athletes from our country only have to compete for jobs with talented athletes from other European countries. Athletes who are employable in their chosen field do not succeed in this global market.

Employability of Athletes can be made easily through the following measures like providing arrangement for talks by alumni, Providing infrastructure facilities, Arranging field visits/Industrial visits, Establishment of library and information center, Course related Enable career, project work or/summer jobs, involvement in extracurricular activities, Establishing relationships with employer companies, providing them with campus career services, creating more and more employability awareness, To develop in them an understanding of the opportunity recognition and selection process, to develop self-confidence and high aspirations.

Good course selection also boosts the employability of the students. This issue breaks down into two areas: 1. knowledge and skills attitudes, expertise and discipline, 2. issues of skills and attitudes, which are not discipline specific. In both cases, it is essential that students can identify and provide evidence of the skills they have developed. Many students fail to appreciate the skills they actually possess. In recent years there has been a greater emphasis on non-discipline specific skills. While it is true that Students with good skills and good attitude in discipline non-specific areas will be employable in some other jobs, they might not be employable within the discipline-oriented jobs unless they have appropriate discipline-specific knowledge, attitudes and skills. Employers look for students who are intellectually capable, interpersonally skilled, good team players, Count and be literate! They may have acquired, practiced and displayed many of these characteristics. They should have killing ability. He should have all the qualities that are in a good professional.

Educational interns can make network and build relationships with the employers in both disciplines related and beyond. Many employers from outside the discipline-specific field, they may not be aware about of Education but they can make excellent managers/administrators in all kinds of non-discipline fields. They are successful bankers, fast stream civil servants, management consultants, marketers, accountants, editors and other private and public sector professionals. Campus Career Services to further facilitate the development of these relationships, there may be a system in place to identify which employers will visit the university during the year.

### **III. DISCUSSION**

Communication is about choosing your words carefully so that others can understand them but there are other factors that influence their impact. Our body language, eye contact, facial expressions and gestures all have an impact on how other people receive our words. If we are not fully sure that what we are saying is correct, or we are actually lying, then we tend to have closed body language or even hide our mouth behind our hand. If we are not sure whether what



we are saying is true, or whether we are actually lying, we raise our eyebrows or hide our mouth behind our hands. The quality of your communication can be judged by the response it generates and if that response is positive and what you want then you are communicating effectively. If the response or outcome is different then you will need to adapt your communication style to the person on the receiving end. A person who lacks creativity will end up applying the same solutions to different problems and find that their success is limited. Once again, intelligence and creativity are not necessarily linked. De Bono (2006) argues that intelligence limits creativity because an intelligent person will come up with one solution and then be able to defend it because they are good at arguing and reasoning. Creativity relies on being able to develop a range of potential solutions and then decide which one is best (Cottrell, 2015). Creativity takes time and it can be stifled by the process of sitting down and having to come up with ideas, as can happen in meetings. Anxiety and stress are barriers to creativity, but the brain does become creative when it is stimulated and engaged (Cottrell, 2015).

Working with people going through emotional ups and downs will require a specific set of skills in addition to knowledge and intelligence. Goleman (1996) presents evidence that people who are skilled at controlling their emotions and can read and cope with other people's emotions are at an advantage in all areas of life. Whether it's in personal and professional relationships, or when you need to be aware of the unsaid rules in politics. We can add to this when working in the complex, unpredictable world of sports.

To practice being a better listener, you need to use open-ended questions that invite the other person to talk. Once they've finished talking, you can show that you're listening by summarizing the main points of what they said (Supporting Champions, 2019). This can help develop relationships because it makes people feel like they are heard and understood and, as a result, taken seriously.

Adaptability is a key in educational environments as coach educator Richard Horner says he changes his teaching every day to meet the needs of coaches. Coaches themselves must adapt to meet the needs of the people they are giving sessions to. This is echoed by football manager, Anthony Limb rick, as he states that he learned to be adaptable by coaching in many different environments. He has coached four-year-olds, troubled teens, men's and women's soccer teams, as well as many different sports. All these seasons have made him adaptable as a coach, so nothing bothers him when some players are dropped from his side for a season by another coach. Being able to experience as many different types of coaching or instructional sessions as possible, and of course being creative and innovative, can ensure that you make the most of your opportunities. Yes, they are friendly. These are some of the key personal skills you will

need to work effectively in sport and fitness. Different writers will focus on different skills for employment. There were other themes that emerged from my research, such as the importance of being resilient and being able to overcome setbacks, the ability to work as part of a team, and being able to manage your time effectively.

#### **IV. CONCLUSION**

There are many reasons for unemployment or under-employment and the acceptance of low-quality jobs. The present paper mainly focuses on the employability of student youth and various aspects of employability. Chris makes the important point that people will communicate in different ways and you need to be creative when sending your message so that it lands with impact. Empathy is essential because the people you work with will have different thoughts and feelings than you, may come from different backgrounds and have different abilities and experiences. Emotional intelligence has become a buzzword in the work environment, but it has also come under criticism from some academics who question its validity. However, the concept of emotional intelligence is useful to us when considering personal skills. Adaptability is also a good skill. We have already talked that the way you communicate gives the desired result, but we need to adapt to all situations. Creativity and innovation are needed when you have to design solutions to unfamiliar problems. Sport and Physical Activity Manager, Vicki Galvin explains how she often has to be innovative and 'think outside the box' to find solutions to problems.

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