

ORGANISATIONAL AND ADMINISTRATIVE FACTORS AS PREDICTORS OF SPORTS DEVELOPMENT AMONG ADOLESCENTS IN ODEDA LOCAL GOVERNMENT AREA, OGUN STATE

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Abstract

This study investigated organizational and administrative factors as predictors of sports development among adolescents in Odeda Local Government Area of Ogun State, Nigeria. Using a descriptive survey design, data were collected from 82 respondents through a structured questionnaire. The data were analysed using Pearson Product Moment Correlation and Multiple Regression Analysis to determine the significance of various predictors of sports development. Findings revealed that organizational factors (facilities, talent development, and financial management) significantly contributed to sports development, accounting for 21% of the variance ($R^2 = 0.205$, $p < 0.05$). Among these, financial management was the most influential factor, contributing 38% independently. Similarly, administrative factors (leadership style, human resources, and resource management) accounted for 28% of the variance ($R^2 = 0.282$, $p < 0.05$), having the highest independent contribution at 25.4%. When both organizational and administrative factors were combined, they jointly accounted for 34% of the variance in sports development ($R^2 = 0.337$, $p < 0.05$). Among the predictors, talent development and leadership style were the most significant, contributing 47% and 34%, respectively. The study concluded that an integrated approach that combines infrastructural investments with strong administrative frameworks is essential for promoting sustainable sports development. The study recommends that policymakers and school administrators prioritize financial investment, leadership training, and structured talent development programs to enhance sports participation and performance. By addressing these key factors, sports development in Ogun State can be strengthened, providing better opportunities for young athletes and fostering a culture of sports excellence.

Keyword: *Facilities, Talent Development and Financial Management.*

Introduction

Sports have evolved from being merely recreational to becoming a significant social, political, and economic phenomenon. Sports as organized, competitive physical activities requiring commitment and fair play, often serving recreational, health, or professional purposes. This perspective aligns with Morakinyo (2010), who emphasizes sports' transformation into a prominent business venture influencing nations' social and economic constructs. Globally, sports play a vital role in promoting physical fitness, fostering talent, and encouraging social integration, making them indispensable in personal and societal development.

In secondary education, sports have been increasingly recognized for their holistic benefits. They enhance students' physical health, develop social skills, and contribute to cognitive growth. Studies, such as those by Johnson and Williams (2020), link sports engagement to improved academic performance, self-esteem, and life skills like leadership and communication. This understanding has led secondary schools to incorporate sports into their curricula to nurture young talents, instil discipline, and promote teamwork.

Sports development encompasses efforts to increase participation, improve performance, and foster a culture of sportsmanship. According to Jaiyeoba (2003), sports development involves providing resources, training, and facilities to achieve societal and individual benefits. De Bosscher et al. (2010) extend this by emphasizing the need for policies and programs that ensure accessibility, participation, and excellence at all levels. Green (2015) views sports development as a tool for broader societal change, promoting public health, gender equality, and social inclusion. It operates through stages like grassroots participation, talent identification, and elite sports training (Chalip, 2016). Targeted programs also aim to support marginalized groups, ensuring inclusivity and equitable access to sports opportunities (Nichols et al., 2016).

Sports development is not only about athletic performance but also about societal upliftment. Coakley (2009) underscores its dual focus on individual growth and community cohesion. For marginalized communities, sports provide opportunities for socio-economic upliftment, addressing issues like poverty and discrimination (Kidd, 2008). Effective sports development relies on national and local policies that distribute resources equitably and integrate sports into broader policy goals such as public health and youth development (Houlihan, 2010). In this regard, sports also serve as a tool for community empowerment, fostering leadership, pride, and collective action (McDonald & Tuck, 2017).

Despite its potential, the effectiveness of sports programs in secondary schools varies significantly, often influenced by organizational and administrative factors. Effective organization involves leadership, management, and structured planning to align efforts with developmental goals (Robbins et al., 2017). Leadership inspires strategic decision-making and sustains progress, while management ensures the efficient allocation of resources to achieve objectives (Hoye et al., 2015; Slack & Parent, 2016). The structural design of sports organizations, as noted by Gratton and

Taylor (2010), aligns capabilities with strategic goals, ensuring responsiveness to emerging challenges.

Organizational factors, such as facilities, talent development, and financial management, critically shape sports programs in Nigerian schools. Facilities provide the foundation for recreational and competitive activities, yet many Nigerian schools face infrastructural challenges. Olowookere and Adebayo (2018) note that inadequate facilities hinder young athletes' consistent practice, limiting skill development. Investments in infrastructure can address disparities in urban and rural access, fostering inclusivity and improving national performance standards (Adedeji & Ademola, 2020).

Talent development is essential for identifying and nurturing young athletes from grassroots to elite levels. However, challenges such as inadequate funding, untrained coaches, and limited facilities restrict potential in Nigeria (Ogunsanya et al., 2019). Programs like the National Youth Sports Program require regular updates to remain effective and competitive internationally (Olufemi & Oluwatobi, 2020). Financial management is another crucial factor, encompassing planning, allocation, and resource utilization. Effective financial practices ensure sustainable sports programs, but mismanagement and inconsistent funding often constrain Nigerian sports initiatives (Idris et al., 2017). Sponsorships and partnerships can alleviate financial challenges, while transparent practices can attract more investors (Okafor, 2019).

Administrative factors, including planning, organization, coordination, and oversight, significantly influence the success of sports programs. Planning aligns resources with objectives, while effective organization ensures clear accountability and responsiveness to challenges (Houlihan & Green, 2017). Coordination harmonizes efforts across departments, and oversight maintains program quality (Bayle & Robinson, 2017). In Nigeria, leadership and management are essential for strategic direction and stakeholder alignment (Chelladurai & Haggerty, 2011). Strong leaders inspire collaboration and mobilize resources, but weak leadership can lead to mismanagement and low morale (Amusa & Toriola, 2010).

Human resources also play a vital role in sports administration. Recruiting, training, and retaining qualified coaches and administrators are crucial for professional program delivery (Shilbury et al., 2014). However, a shortage of skilled personnel, particularly in rural areas, limits opportunities for young athletes. Continuous training policies for coaches can enhance program effectiveness and talent development (Ogunjimi et al., 2010). Resource management, including the allocation of financial and material resources, ensures that sports programs remain sustainable. Mismanagement and corruption, however, often undermine efforts, particularly in underprivileged communities (Adeyemi, 2018). Transparent policies and equitable resource distribution can foster a more inclusive sports ecosystem.

In the context of Nigeria, sports development has undergone significant evolution from pre-independence to modern times. However, the administration of sports has often suffered from non-professional leadership, negatively impacting its

growth (Ajiduah, 2011; Onifade, 2010). As educational institutions strive to produce well-rounded students, it becomes imperative to investigate the organizational and administrative factors influencing sports development. This study aims to fill existing gaps by examining these factors in government-owned secondary schools in Odeda Local Government Area, providing evidence-based insights for policymakers and stakeholders to enhance sports development effectively.

Statement of the Problem

Sports programs in secondary schools are crucial for promoting physical fitness, talent identification, social integration, and youth development. However, in Odeda Local Government Area of Ogun State, the development of sports among adolescents is hindered by notable organisational and administrative challenges.

Inadequate sponsorship is a primary issue, with inconsistent funding from both government and private sectors limiting access to essential resources such as training equipment, transportation, and athlete incentives. This lack of financial support disrupts sports programs and reduces student enthusiasm. Additionally, talent identification and development programs are insufficient due to resource constraints and a lack of trained personnel. Consequently, many students with athletic potential remain unnoticed and undeveloped.

Limited competition opportunities further hinder sports development, as infrequent and poorly organised intra- and inter-school competitions deny students the chance to build skills, teamwork, and a competitive spirit. Similarly, inadequate facilities, such as poorly maintained fields and courts, discourage participation and restrict athletic growth.

Other factors, including a lack of qualified sports coaches, poor administrative planning, and insufficient resource allocation, exacerbate the stagnation of sports programs among adolescents. If these organizational and administrative constraints persist, they may have long-term implications for the physical well-being, social integration, and future career prospects of adolescents in the area. This situation underscores the need to investigate the extent to which organizational and administrative factors predict sports development among adolescents in Odeda Local Government Area of Ogun State, hence this study.

Objective of the Study

The general objective of this study is to examine the organisational and administrative factors as predictors of sport development among adolescents in Odeda Local Government Area of Ogun State, Nigeria.

Hypotheses

- i. There will be no significant joint and relative contributions of organisational factors (facilities, talent development program and financial management) on sports development among adolescents in Odeda Local Government Area of Ogun State

Methodology

The study employed a descriptive survey design of correlation type. A total of eighty-two (82) adolescents in Odeda Local Government Area of Ogun State participated in the research. The research instrument was self-developed instrument used to collect the data for the study was a modified likert scale questionnaire. It required the respondents to answer strongly agreed (SA), Agreed (A), Strongly Disagreed (SD), Disagreed (D) to the statement contained in the questionnaire. Data were collected using a validated and compartmentalized instrument titled Questionnaire on Organisational and Administrative Factors as Predictors of Sports Development. The questionnaire had reliability coefficients of 0.94, 0.96, and 0.89 for sections B, C, and D, respectively. Data were analysed using Inferential statistics of Pearson Product Moment Correlation (r) was used to analyse hypothesis one (1) at 0.5 level of significance.

Data analysis and Discussion

Hypothesis One: There will be no significant joint contributions of independent variables of organisational factors (facilities, talent development and financial management) on sports development among adolescents in Odeda Local Government Area of Ogun State

Table 1a: Regression Summary and ANOVA of Organisational Factors (Facilities, Talent Development and Financial Management) in the Prediction of Sports Development among adolescents in Odeda Local Government Area of Ogun State.

Multiple R = 0.484
R Square = 0.235
Adjusted R Square = 0.205
Standard Error = 3.482

Analysis of Variance

Source of Variance	Sum of Square	df	Mean Square	F	Sig.
Regression	289.98	3	96.66		
Residual	945.91	78	12.13	7.97	.000
Total	1235.90	81			

Significant @ p < 0 .05.

Table 1a indicates that there is a significant joint contribution of independent variables of organisational factors (facilities, talent development and financial management) in the prediction of sports development among adolescents in Odeda Local Government Area of Ogun State. (F (3, 78) = 7.97; R = 0.484, R² = 0.235; p < 0.05). This implies that when facilities, talent development and financial management are taken together, they jointly relate with sports development in among adolescents in Odeda Local Government Area of Ogun State.

Table 1a, further reveals a multiple regression adjusted R² = 0.205). This shows that independent variable: organisational factors (facilities, talent development and financial management) accounted for 20.5% or 21% of the total variance in sports development among adolescents in Odeda Local Government Area of Ogun State, while the remaining 79% may be due to other factors and residuals not investigated in

the study. The finding implies that there is a significant joint contribution of organisational factors (facilities, talent development and financial management) in the prediction of sports development among adolescents in Odeda Local Government Area of Ogun State. Therefore, the null hypothesis 1 which stated that: There will be no significant joint contributions of independent variables of organisational factors (facilities, talent development and financial management) on sports development among adolescents in Odeda Local Government Area of Ogun State was rejected.

1b) There will be no significant relative contributions of independent variables of organisational factors (facilities, talent development and financial management) on sports development among adolescents in Odeda Local Government Area of Ogun State

Table 1b: Relative Contributions of Organisational Factors (Facilities, Talent Development and Financial Management) in the Prediction of Sports Development among adolescents in Odeda Local Government Area of Ogun State.

	B	Std. Error	Beta		
(Constant)	9.457	1.602		5.901	0.000
Facilities	0.273	0.171	0.264	1.592	0.115
Talent Development	-0.144	0.147	-0.154	-0.976	0.332
Financial Management	0.426	0.151	0.379	2.826	0.006

Table 1b, indicates that there were significant relative contributions of independent variable: organisational factors (facilities, talent development and financial management) on sports development among adolescents. For instance, financial management ($\beta = 0.379$; $t = 2.826$; $p < 0.05$) contributed significantly to sports development among adolescents in Odeda Local Government Area of Ogun State. However, Facilities ($\beta = 0.264$; $t = 1.592$; $p > 0.05$) relate positively but did not contribute significantly to sports development among adolescents in Odeda Local Government Area of Ogun State. Similarly, Talent Development ($\beta = 0.154$; $t = 0.976$; $p > 0.05$) relate positively but did not contribute significantly to sports development among adolescents in Odeda Local Government Area of Ogun State. This indicate that financial management as component of organisational factors, made independent contributions of 38% in the prediction of sports development among adolescents in Odeda Local Government Area of Ogun State which make it the most influential among components of organisation factors in the model. Therefore, the null hypothesis 1a which stated that: There will be no significant relative contributions of independent variables of organisational factors (facilities, talent development and financial management) on sports development among adolescents in Odeda Local Government Area of Ogun State was rejected.

Discussion of Findings

The study found a significant relationship between organizational factors (facilities, talent development, and financial management) and sports development among adolescents in Odeda Local Government Area. The statistical analysis revealed a positive correlation ($r = 0.453$, $p < 0.05$), indicating that better organizational structures lead to improved sports participation and performance. Among these factors, financial management had the highest impact, suggesting that

adequate funding is crucial for training programs, equipment acquisition, and infrastructure development. Based on this finding, Olowookere and Adebayo (2018) emphasized that inadequate facilities hinder young athletes' skill development, limiting consistent practice opportunities while Adedeji and Ademola (2020) highlighted the importance of investing in infrastructure to improve sports participation and overall national performance. Therefore, government and private institutions should increase investment in sports infrastructure, ensure timely funding, and establish transparent financial management systems to facilitate sustained growth in sports development.

Conclusion

This study examined the role of organizational and administrative factors as predictors of sports development among adolescents in Odeda Local Government Area of Ogun State. The findings demonstrated that both organizational factors (facilities, talent development, and financial management) and administrative factors (leadership style, human resources, and resource management) significantly impact sports development, with financial management and leadership style playing dominant roles. The study also established that a combined approach, integrating both organizational and administrative elements, is crucial for fostering an inclusive and sustainable sports development framework.

The study concluded that while adequate facilities and financial investment are vital, structured talent development programs and strong leadership frameworks play a more direct role in advancing sports participation and performance. Therefore, policymakers, school administrators, and sports stakeholders should prioritize funding, infrastructural development, training programs, and administrative reforms to enhance sports development among secondary school students.

Furthermore, capacity-building initiatives for sports administrators, improved recruitment and training of coaches, and transparent resource allocation are recommended. By implementing these measures, young athletes can receive the necessary support to nurture their potential, ensuring a sustainable and progressive sporting environment in Ogun State.

Recommendations

The findings summarized above necessitate recommendations for government, teachers, school sport coaches, and school administrators. Therefore, the following recommendations are made:

- i. The personnel handling funds meant for sporting activities should be prudent in their budgeting to provide schools with ample opportunities to purchase sports kits.
- ii. Administrators should adopt an eclectic leadership approach to enhance a sense of belonging among athletes and coaches.
- iii. Periodic competitions should be organized among students across schools to discover star talents and promote sports development.
- iv. Administrators should ensure the adequate purchase of sports kits to avoid hindering athletes' performance in competitions.

- v. Schools should invest in training and retraining sports personnel, including coaches and administrators, to enhance their skills and adopt modern approaches to sports development.
- vi. The government and private organizations should establish partnerships to improve funding, infrastructure, and sponsorship for school sports, ensuring sustainable and inclusive development initiatives.

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