

LEARNING MANAGEMENT THROUGH EXTRACURRICULAR ACTIVITIES & SPORTS

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Abstract:

India has always set exemplary situation\conditions for learning, from the age of Gurukuls till date. And from time to time it has developed and changed the ways according to the need of the hour. From leafs to books to laptop to tablets. Well the mode of transferring knowledge still very much remains the same.

KEYWORDS:

Learning Management , Extracurricular Activities & Sports , Literature Review .

INTRODUCTION

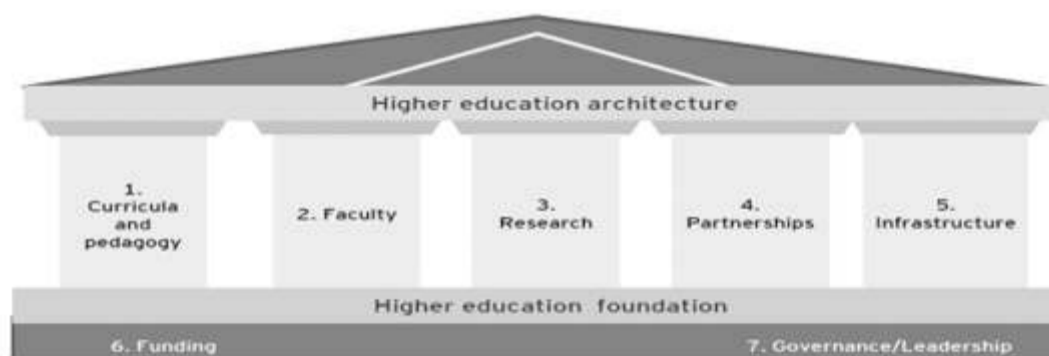
Focusing more on the management courses, India has over 1600 + business schools offering two year MBA programs. The aspirants are a mixture of graduates who pass out every year and others who have some work experience. Now when ever an aspirant thinks about pursuing MBA he or she would think of IIM's, IIPM, XLRI etc to do their MBA.

Now what does the government think of the higher education. According to the Ernst & Young data
The road to progress: 2013 to 2030

In recent years, India has undertaken massive structural and systemic changes that have started to yield encouraging results. The country has been touted to have the best-in-class post-secondary education system at present. Some of the significant factors that have contributed to this growth and can help envision the 2030 dream includes:

Expansion of a differentiated university system with a three-tiered formalized structure
Transition to a learner-centred paradigm of education
Intensive use of technology
Reforms in governance

Source - <http://www.ey.com/IN/en/Industries/India-sectors/Education/EY-Higher-education-in-India-Vision-2030>



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Diagram 1

Source - Higher education in India: Vision 2030

LITERATURE REVIEW

Management has been taught mostly by conventional (traditional) or slightly sophisticated teacher-centred methods rather than modern student-oriented applications and techniques while the transmission of knowledge and information has been realized with the usual form of lectures or discussions requiring physical presence of both student and the faculty.

Active learning involves students and helps them to have an in-depth understanding of the course through induction of practice.

According to a survey conducted among 800 MBA students across different cities in India, only 23% were considered employable¹

The pedagogy of any course should evolve according to the need of the changing environment. The pedagogy should be designed in such a way, which will make the students to be more 'market ready'.

A good curriculum should incorporate different academic streams so that the student is capable of being a manager who can make a well informed decision which would in turn be more optimal. Looking at the current pedagogy followed at most of the B-School there is no more of a change in the ways things are followed. The courses are overloaded with numerous subjects, executed by the same precision techniques of presentation, projects, case studies, group discussion etc. Well here as faculties we all clearly depict the statement 'One shoe fit all'. Without a second thought we assume that they have understood the concepts, and the other side of the story is that even the students nod their head in line when confronted with the question, whether they have understood the concept. These courses lack of focus, creativity and innovation. The large number of assignments and evaluation that go with every course is making our students only experts in cutting and pasting.

RESEARCH PROBLEM

As quoted by Dr Srikant Datar -

“Schools also seem to have lost it where practical skills are concerned. . .

We looked at our (teacher's) jobs as filling people with knowledge and they will get the 'experience' on the job. There are three big issues on 'doing skills'

Understanding the gap between theory and practice and the limitations of the models that people are using
The ability to apply in practice what you have learnt in theory

The pedagogy of teaching practical /doing skills is flawed. We pooh-pooed experiential learning earlier. Second, we need innovations in pedagogies

What has been the key value proposition of B-schools so far; what will their value proposition be going forward?”²

The need of the hour is to need to modify the method the subject is dealt if not the curricula of B-schools by incorporating sports and extracurricular activities in teaching.

With this prelude we would like to state the research problem,

To study the relation between Management teaching & sports/extra-curricular activities.

To understand the extent of use of sports/extra-curricular activities in learning management.

In short can we use sports and extracurricular activities in teaching management?

THE SOLUTION

Sports have become an integral part of our life. With the modern technology at the disposal of the students it has become easier to update oneself about all the sports events and also sports personalities. The concepts like LEADERSHIP, COOL TEMPERAMENT, TEAM DYNAMICS, STRATEGY, TIME, TEAMWORK, JUDGEMENT & VICTORY can be associated to Mr. Mahinder Singh Dhoni the most successful captain of Indian cricket. The students can easily relate and understand the same.

Is football really making a difference in a young man's life? Is playing guitar going to help a student in MBA? Let find out.

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Table 1

Skill/Ability	Hyperlinked Examples
Managing human capital	(e.g., Coordinating the work of others; guiding, directing, & motivating subordinates; coaching & developing others; organizing, planning, & prioritizing work)
Managing decision-making processes	(e.g., Obtaining & processing information; making decisions & solving problems; judging the qualities of things, services, or people; identifying objects, actions, & events)
Managing the task environment	(e.g., Communicating with persons outside the organization; establishing & maintaining interpersonal relationships; selling to or influencing others)
Knowledge of human behavior and society	(e.g., Psychology; education & training; law & government)
Knowledge of general business functions	(e.g., Administration & management; economics & accounting; sales & marketing; customer & personal service; personnel & human resources)
Knowledge of media communications and delivery	(e.g., Media communication; computers & electronics; English language)
Interpersonal skills	(e.g., Active listening; social perceptiveness; coordination; persuasion & negotiation; time management; management of personnel resources)
Foundation skills	(e.g., Reading comprehension; writing; mathematics; science)

Source GMAC® Research Reports

“What is leadership? When asked this particular question to the students, we might see a couple of hands being raised, and some vague ideas about leadership. As a faculty we might even quote some personalities like [Howard Schultz](#), [Indra Nooyi](#), [Sir Richard Branson](#), [Rupert Murdoch](#), which will quench the knowledge thirst of the students.

However the participation of students in various leadership programs would actually make the student to understand how it feels to be a leader, what are the responsibilities and authority a leader has to shoulder in case to succeed.

An extracurricular activity such as an internship can impose a heavier workload on the participant than a multicultural event or academic completion alone can. Yet, despite the increased effort that is often linked to an extracurricular activity such as an internship, the number of skills likely to improve as a result of that activity is somewhat limited in comparison to those gained from other short-lived extracurricular activities.

As such, it is incorrect to assume that an internship is more effective at improving skills than are less intensive extracurricular activities. A good example is participation in student career/professional clubs, which is the best predictor for general business function improvement. Overall, the results of this analysis further illustrate the impact that participation in extracurricular activities has on improving skills that are vital for successful management.

According to the GMAC® Research Reports³

Table 2

Chi Square Test Results									
Skills That Resulted in Statistically Significant Differences Based on Participation: Participants of Extracurricular Activities Who Are More Likely to See Skill Improvement									
Extracurricular Activity	N _i	Skill Improvement							
		Managing Human Capital	Managing Decision-Making Process	Managing Task Environment	Knowledge of Human Behavior	Knowledge of General Business Functions	Knowledge of Media Communications and Delivery	Interpersonal Skills	Foundation Skills
Internships	1651	✓	✓	✓	✓	✓	✓	✓	✓
Student career/professional clubs	1032	✓	✓	✓	✓	✓	✓	✓	✓
Work projects	1387	✓	✓	✓	✓	✓	✓	✓	✓
Volunteer activities	1236	✓	✓	✓	✓	✓	✓	✓	✓
Diversity/multicultural events	1082	✓	✓	✓	✓	✓	✓	✓	✓
Academic competitions	1064	✓	✓	✓	✓	✓	✓	✓	✓
Mentor programs	928	✓	✓	✓	✓	✓	✓	✓	✓
Leadership programs	761	✓	✓	✓	✓	✓	✓	✓	✓
Study abroad programs	700					✓			
Community service organizations	662	✓	✓	✓	✓	✓	✓	✓	✓
Student government	428	✓	✓	✓	✓	✓		✓	✓

N_i = respondents that participated in the activity.

Source GMAC® Research Reports

The above survey was conducted across 150 business school with 5641 respondents out of which 2955 were enrolled in full time course.

This clearly states that the improvement in the skill sets of the students is clearly due to the active involvement.

In the orientation program for students in new batch is filled with words like attitude, synergy, team work, and even well so ask the students to participate in team activities. In this particular situation we see some of the students quite hesitant to participate, or even if they do they do not contribute towards the activity. Many reasons to such behaviour would be because of no interaction with others, no or very little exposure, no self confidence, inferior complex and so on this is true especially with the rural students. The same continues till they finish the course.

As we see it the main reason being low self esteem or self image, which in turn will yield to low self confidence. So how can sports be a ray of hope for such students?

Before moving on to the answer, let us understand what self image stands for

Self-esteem is a term used in psychology to reflect a person's overall emotional evaluation of his or her own worth. It is a judgment of oneself as well as an attitude toward the self. Self-esteem encompasses beliefs

Source – Wikipedia internet

Huge amount of literature is found to back up that physical activity is significantly related to increased self-esteem and speculated “knock on” effects of this are benefits in all aspects of school life, including improved classroom behavior and academic performance (Shephard, 1996).

It is of particular interest that increased self – esteem is often thought to provide the impetus to participate in physical activity and sport, and that low self -esteem is often a key barrier preventing participation.

Thus, development and inclusion orientated interventions shown to increase self-esteem could be the trigger for increasing youth engagement in physical activity. Conducting such interventions in schools means that little effort is required for pupils to become involved (compared to specialist, out of school clubs), and could provide the catalyst for the cyclical trend of increased self -esteem leading to increased participation. 4

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The World Health Organisation (WHO, 2010) suggests that physical activity participation assists social development of young people by promoting self-expression, social interaction, and social integration. They further suggest that physically active youth more readily adopt other healthy behaviors such as avoidance of drugs and cigarettes. This section of the report examines the extent to which physical education, physical activity and sport can impact on: the extent to which young people feel connected to their school, the aspirations of young people the extent to which positive social behaviors exist within school volunteering and the development of leadership and citizenship skills

The study also answers the few other questions like how to decrease the absenteeism and building the brand ambassadors for the institute.

Below are some of the skills and roles which can be enhanced if we have to consider sports.

Learning a skill and then practicing it to perfection – In most sports, one has to learn some skill that develops the strength, hand-eye coordination, flexibility, stamina, focus and much more. As we practice the skill to perfection, we learn various things like discipline in life, patience towards situation, determination towards achieving goal and other skills that stay with us and shape our personality. It showcases the necessary amount of dedication required in order to achieve success.

Understanding the role in a team – the better teams have players who know their exact roles and play it to perfection. The captain also communicates the game plan and roles each team member has to play. Clarity of roles is very important, be it work or game.

Through this we can make them understand their role as a team member in the department, and how crucial it is for them to deliver from their end.

Strategy – every sport has strategy associated with it. Utilizing the right strategy at the right time to get the maximum result is the ultimate objective of the manager and captain

Understanding team objectives – it's all about the team. Instances where players play extremely well but get criticized about their game as the team did not achieve team objectives. To achieve the overall goal as a team, it is very important that support is extended and received without place for rough patch.

Competition – The biggest part of sport is facing the challenge of competition. It forces the best out of the individual.

Responding to varied oppositions – In sport, we have to encounter inconsistent and dissimilar forces. For example change due to the volatile nature of the situation will disturb ones plans, so sudden recovery without panic is important. A high degree of flexibility and agility gets built into you as a result of sport. As a manager one tend to achieve the goal in varied and inconsistent situations.

Coaching – the best way to understand something is to teach others. This is very similar to developing a new member in the team. Once successful we as individuals have to teach or transfer the mantra to those who are still seeking out success.

Team dynamics – trusting your team-mates, understanding other personalities and following the captain's directions are part of the game.

Organization skills – Off the field relation with other stakeholders is very important. One has to manage communications with a number of varied stakeholders not limited to ground officials, your own team, opposition team, umpires, etc. One enjoys the power and authorities of a leader, however as it is said that with great power comes great responsibilities.

Time management – Needless to say the importance of time has to be understood by every individual. Especially in corporate, where time is money.

Patience – some time the efforts don't yield the results as expected, so this doesn't mean one has to give up. Sport helps inculcate patience.

Self-confidence and backing your abilities – When you accomplish something once, you are confidence. You start building your abilities and know you can do it again. This is easily transferred to other activities

including work.

CONCLUSION

Sports and/or extracurricular activities definitely play a crucial role in imparting knowledge to the students who have taken MBA. The new mode would not only help the students to understand the concepts but also to imbibe some of the important qualities which would be the key ingredient for becoming successful. Well if not fully fledged some of the institutes or universities should try the concept on pilot bases, through which a thorough study can be made which will help in envisaging a new model. Hope this model doesn't meet with the same fate as Dr. Semmelweis.

REFERENCE FROM

- 1 Higher Education in India: Twelfth Five Year Plan (2012–2017) and beyond FICCI Higher Education Summit 2012
- 2 Dr Srikant Datar is Arthur Lowes Dickinson Professor of Business Administration and Senior Associate and Director of Research at Harvard Business School.
- 3 Sabeen Sheikh According to the GMAC® Research Reports
- 4 Richard Stead & Dr Mary Nevill .The impact of physical education and sport on education outcomes: a review of literature