



Available online at:

<https://ejournal.upi.edu/index.php/penjas/article/view/30034>

DOI: <https://doi.org/10.17509/jpjo.v6i2.30034>

The Role of Female Coach Leadership on Martial Art Athlete Achievements

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Article Info

Article History :

Received December 2020

Revised March 2021

Accepted June 2021

Available online Septemeber 2021

Keywords :

*Female Coach, Leadership, Martial Arts ,
Masculinity*

Abstract

The purpose of this study was to reveal the success of female coaches in training elite sports. The method used was a descriptive method. The questionnaire was distributed to male and female athletes who were trained by female coaches. The population involved in this study were 8 female martial art coaches (aged 25 to 45 years with training experience ranging from 5 to 15 years) and 72 martial art athletes (35 male athletes, 37 female athletes) aged 15 to 40 years. The sports that were deliberately chosen were martial art sports. Martial arts were chosen as female coaches in martial arts were still relatively few. The results of the study reported that there was a significant relationship between the leadership of female coaches and the performance of Judo athletes. Meanwhile, for Tae Kwondo, Tarung Derajat, Boxing, and Fencing sports, there was an insignificant relationship between the female coach leadership and the athlete achievements. It is suggested to provide opportunities for female coaches to train martial art sports.

INTRODUCTION

Sports (Bolorizadeh et al., 2012) are expected to be an opportunity for women to develop their careers in sports sectors, namely as an athlete, coach, and policy-maker in coaching. However, women often face conflicts in maintaining their profession as trainers because they have to complete domestic tasks as mothers, wives, and even unmarried women. In addition, female coaches have problems motivating female athletes because female athletes have different psychological needs from male athletes (Chu, 2018). The difference can start from the women themselves, such as the low self-efficacy and self-confidence, which are negatively affected by society view on women involved in the sports world (Coakley, 2009) so that female athletes and coaches feel uncomfortable because the number of women and men is indeed unequal (Acosta et al., 2014), especially in 'masculine sports.'

Conflicts due to the dual role coming from the woman's duties and responsibilities will result in difficulties in carrying out full-time work (Boles et al., 2001). Those difficulties might cause disruption, even stress, in choosing their role as a coach with colleagues, athletes, and club organization. Similarly, their roles might be conflicted with their family members, such as their children, husbands, parents, and other family members. The role theory states how a person could spend their time carrying out their roles as it takes time and energy to carry out one role. The dual roles that women have to play trigger conflicts in carrying out their roles as workers in both the training environment and in their family, which become a problem that is difficult to find a solution (Netemeyer, Richard G., James S. Boles, 1996), especially when it is associated with a woman role in the cultural review, specifically in Indonesia. Several studies have shown that conflicts experienced by working women result in psychological stress, poor health status, and a decreased number of marriages (Anderson et al., 2002). Therefore, male coaches might experience fewer conflicts than female coaches. In Indonesia, many female coaches leave their careers as coaches due to work and family conflicts.

The difference between male and female coaches in Indonesia is entirely affected by the culture that provides different opportunities for men and women; this social inequality phenomenon can be observed in the socialization process since infancy and becomes more

evident in adolescence and adulthood, even though there is no gender difference in coaching (Nelson, 2008). Discriminations against women's rights and roles occur in the social, economic, and especially in politics, which become a complex problem with long historical roots visible in everyday life (Berliana, 2020). Women's powerlessness will exacerbate when they have economic difficulties, impacting limited opportunities to obtain an education. If there is an opportunity, the opportunity mostly leads to life skill training related to domestic tasks, such as household chores. The cultural element is a decisive factor, where gender roles are 'constructed' differently and experienced differently depending on cultural demands or habits.

Discrimination against women in Indonesia causes limited opportunities for women to play a role in society. Whereas, differences between men and women are more on biological factors, such as reproduction for women; other differences, socially, are that men tend to have self-confidence, aggressiveness, dominance, business instincts, leadership abilities, and athleticism, while women tend to be more considerate, warm and kind, interested in children, and loyal (Eagly & Karau., 2003). On the other hand, female trainers involved in masculine duties, such as a coach, often doubt their role due to coaching education, self-confidence, and future opportunities (Kari et al., 2019).

The stereotypical characteristics between men and women are influenced by society's culture affecting the type of work. It is apparent in the lack of women representation as head coaches. However, some female coaches have outstanding achievements, such as Benitez Morales Elena as Taekwondo coach from Spain, Yuko Fujii Seba Neena Saini gai as a Judo coach from Japan, and as Ms. Naena Saini as Kurash coach from India. Job type labeling generally depicts that men tend to participate and excel in masculine sports [bodybuilding], while women tend to be in feminine sports [gymnastics/fitness]. Thus, gender stereotypes are most people's beliefs. However, women are also capable of excelling in the field, requiring heavy work.

The problem in Indonesia is that the female coach leadership in improving athlete achievement is still in doubt. Therefore, the researchers aimed at examining the relationship between female coach leadership and the achievement of their athletes.

METHODS

This correlation study aimed at examining the relationship between female coach leadership and martial art athlete achievements.

Participants

This study involved eight female martial art coaches (aged 25 to 45 years; training experience ranged from 5 to 15 years) and 72 martial art athletes (35 males and 37 females aged 15 to 40 years) who excelled at National Sports Week, SEA Games, and Asian Games levels. The coaches and athletes were selected through convenient sampling.

Instrument and Procedure

After getting permission from the participants, participants were given a questionnaire. The questionnaires were collected immediately after completion by the research assistant. The questionnaire consisted of 34 items measuring leadership, coach characters, and the dual role of coaches. The questionnaire assessment used five scales Likert scale from 1 to 5 where one indicated strongly disagree, and five indicated strongly agree. Before the researcher distributed the questionnaire, the validity and reliability of the questionnaire were examined. The criterion of reliability test states that if the Cronbach's Alpha value is > 0.6 , it is declared reliable. The results of the reliability test gained the $(0.9) > 0.6$, so the research instrument (questionnaire) was declared highly reliable. In addition, a checklist was also used to identify achievements at the competition level in this study, including National Sports Week, SEA Games, and Asian Games.

Participants were asked to check their achievement levels, such as participation in Asian Games level competitions and their achievements. The validated questionnaire containing the leader ability criteria was divided into five measurements, namely 1] builder, the ability to develop something from nothing (8 items, for example, the ability to find ideas), 2] revitalizer, the ability to restore the athlete energy at the losing moment, (7 items, for example, the ability to create a pleasant training atmosphere), 3] accelerator, providing a process of change (6 items, for example, giving an objective evaluation in a challenging training), 4] turnaround, a major change when experiencing a setback (6 items, for example, the ability to make athletes excel), 5] inherit, inheriting success with a coaching style, (7

items, for example, the ability to innovate training programs).

Data Analysis

The checklist was used to determine the athlete achievements at the National level championship event (National Sports Week), Southeast Asia level (SEAGames), and Asian level (Asian Games). The data analysis technique used was Spearman's rho correlation analysis. After carrying out a normality test on the five variables, all of the data were not normally distributed.

RESULT

The results of research on the Leadership of Female Coaches in Indonesian Culture are presented in figure 1 (achievements of male athlete and female coach category) and figure 2 (achievements of female athlete and female coach category). The success of female coaches and athlete achievements can be seen in Table 1 (relationship between female coach leadership and the athlete achievement), Table 2 (the relationship between female coach leadership and Judo athlete achievements), Table 3 (the relationship between female coach leadership and Taekwondo athlete achievements), Table 4 (the relationship between female coach leadership and Tarung Drajat athlete achievements), Table 5 (the relationship between female coach leadership and Boxing athlete achievements), and Table 6 (relationship between female coach leadership and Fencing athlete achievements).

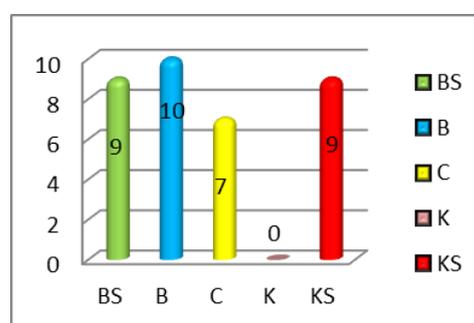


Figure 1. Achievements of Male Athlete with Female Coach Category

Figure 1 explains that nine people gained a very good category, ten people gained a good category, seven people gained a fair category, and nine people had a very poor category for their achievements with female

trainers. The results of data analysis found that the achievement of male athletes trained by female coaches was 9% in the very good category. This is related to the understanding that martial art is a sport dominated by men.

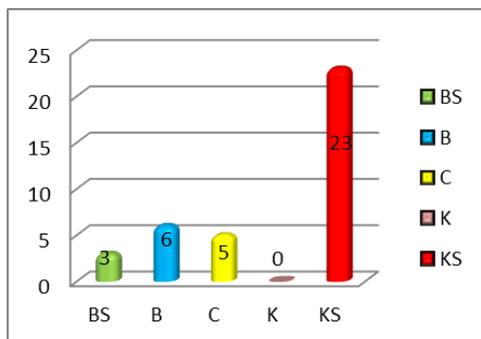


Figure 2. Achievements of Female Athlete with Female Coach Category

Figure 2 explains that three female athletes obtained a very good category, six female athletes obtained a good category, five female athletes obtained a moderate category, and 23 female athletes obtained a very poor category in their achievements. The data analysis found that female martial art athlete achievements in the very good category were 3%, while the poor category was 23%. Related to the results, that there were not many female martial art athletes having high achievements compared to male athlete achievements, it was due to the woman involved in martial arts was not comparable to male athletes.

Table 1. The Relationship between Female Coach Leadership and Athlete Achievements

	Female Coach Leadership	Athlete Achievement
Female Coach Leadership	Correlation Coefficient	1,000
	Sig. (2-tailed)	.397**
	N	72
Athlete Achievement	Correlation Coefficient	.397**
	Sig. (2-tailed)	1,000
	N	72

Table 1 shows that the Sig value is $0.001 < 0.01$; thus, H_0 is rejected. It concludes that there is a significant relationship between female coach leadership and athlete achievements. The female coach leadership in training martial arts is not an easy thing because martial art is a sport that is identical to hard sports followed by

men. The study results found that there was a significant relationship between female coaches and martial art athlete achievements. The research conducted by (Nelson 2008) states that there is no gender difference among the trainers. Therefore, there is no difference in the achievement results between male and female martial art athletes led by female coaches. The athlete's achievements are also based on their training experience. If we look at the data, the training experience of these female coaches was 5 to 20 years. It was one of the coach success factors to achieve athlete achievements.

Table 2. The Relationship between Female Coach Leadership and Judo Athlete Achievements

	Female Coach Leadership	Judo Athlete Achievement
Female Coach Leadership	Correlation Coefficient	1,000
	Sig. (2-tailed)	.578*
	N	17
Athlete Achievement	Correlation Coefficient	.578*
	Sig. (2-tailed)	0,015
	N	17

Table 3. The Relationship between Female Coach Leadership and Taekwondo Athlete Achievements

	Female Coach Leadership	Taekwondo Athlete Achievement
Female Coach Leadership	Correlation Coefficient	1,000
	Sig. (2-tailed)	0,442
	N	14
Athlete Achievement	Correlation Coefficient	0,442
	Sig. (2-tailed)	0,113
	N	14

The data analysis found that there was a relationship between female coach leadership and Judo athlete achievements. Female coach existence in Judo was started in the 80s. It is what makes Judo athletes accustomed to female coaches. From the data taken from PB PJSI at the Judo National Training Center, there have always been female coaches since the 90s. It makes athletes accustomed to female coach leadership in Judo. Therefore, Judo athlete achievements are related to female coach leadership.

Table 3 presents the Sig value of $0.113 > 0.05$; thus, H_0 is accepted. Furthermore, it shows an insignifi-

cant relationship between female coach leadership and Tae Kwon-do's athlete achievements.

Table 4. The Relationship between Female Coach Leadership and Tarung Derajat Athlete Achievements

		Female Coach Leadership	Tarung Derajat Athlete Achievement
Female Coach Leadership	Correlation Coefficient	1,000	-0,297
	Sig. (2-tailed)		0,263
	N	16	16
Athlete Achievement	Correlation Coefficient	-0,297	1,000
	Sig. (2-tailed)	0,263	
	N	16	16

Table 4 shows the Sig value of $0.263 > 0.05$; thus, Ho is accepted. Furthermore, it shows an insignificant relationship between female coach leadership and Tarung Drajat Athlete achievements.

Table 5. The Relationship between Female Coach Leadership and Boxing Athlete Achievements

		Female Coach Leadership	Boxing Athlete Achievement
Female Coach Leadership	Correlation Coefficient	1,000	0,894
	Sig. (2-tailed)		0,106
	N	4	4
Athlete Achievement	Correlation Coefficient	0,894	1,000
	Sig. (2-tailed)	0,106	
	N	4	4

Table 5 presents the Sig value of $0.106 > 0.05$, thus Ho is accepted. It shows that there was an insignificant relationship between female coach leadership and Boxing athlete achievements.

Table 6. The Relationship between Female Coach Leadership and Fencing Athlete Achievements

		Female Coach Leadership	Fencing Athlete Achievement
Female Coach Leadership	Correlation Coefficient	1,000	0,164
	Sig. (2-tailed)		0,477
	N	21	21
Athlete Achievement	Correlation Coefficient	0,164	1,000
	Sig. (2-tailed)	0,477	
	N	21	21

Table 6 shows the Sig value of $0.477 > 0.05$; thus, Ho is accepted. Further, it shows that there was an insignificant relationship between female coach leadership and Fencing Athlete achievements. The descriptive analysis found a significant relationship between female coaches and martial art athlete achievements (0.001) (see Table 1).

To examine whether there was a relationship between female coach leadership and athlete achievement in each sport, the correlation analysis (bivariate correlation) was conducted. The Judo athlete achievement score was 0.015, indicating that there was a significant relationship between strong female leadership and Judo athlete achievements (see Table 1); Taekwondo athlete achievement score was 0.113 showing that there was no significant relationship between female solid leadership and Taekwondo athlete achievements (see Table 2); Tarung Darajat athlete achievement score was 0.263 showing that there was no significant relationship between female coach leadership and Tarung Darajat athlete achievements (see Table 3); Boxing athlete achievement score was 0.106 showing that there was no significant relationship between strong female leadership and Boxing athlete achievements (see Table 4); Fencing athlete achievement score was 0.477 indicating that there was no significant relationship between solid female leadership and Fencing athlete achievements (see Table 5).

The Independent Samples T-Test was used to test the difference between female athlete achievement and male athlete achievement. The achievement score was 0.01, indicating a significant difference between the male and female athlete achievements led by female coaches (see Table 6). In addition, female athletes generally had a positive and better relationship with female coach leadership than male athletes.

DISCUSSION

This study investigated the relationship between female and male martial art athlete achievements trained by female coaches. First, it is crucial to remove the presumption that women are not good as trainers, seen from their feasibility as leaders visible from the relatively small number of female coaches (Bruening et al., 2008). When the woman proportion is too low, women can be subordinated and marginalized. Further-

more, we hypothesize that female coach leadership has a relationship with athlete achievements because there are five things needed in training, including 1] builder, the ability to develop something from nothing, 2] revitalizer, the ability to restore the athlete energy at the losing moment, 3] accelerator, providing a process of change, 4] turn-around, a significant change when experiencing a setback, 5] inherit, inheriting success with a coaching style.

Biologically, men and women are different, and each of them has different social norms. Gender roles are constructed differently and built on the surrounding culture. Gender brings positive and negative traits related to women who have a subtle, kind, considerate, and nurturing nature. The negative traits possessed by women include the sentimental nature and being more fragile than men. For men, the positive traits include competitiveness and assertiveness. Therefore, related to biological characteristics and positive traits possessed by men, male athletes trained by women will have higher achievements than female athletes trained by female coaches (Bolorizadeh et al., 2013). Male athletes are assumed to tend to be more accomplished and superior in professional sports. In addition, in martial art athlete participation, the percentage of male athletes is higher than the percentage of female athletes.

According to a search carried out in the field, data obtained from PB PJSI (General Manager of the All-Indonesia Judo Associations), female coaches have been present in Judo since 1980, so that it has become familiar for the athletes to be trained by female coaches. Judo, as a sport, not only emphasizes self-defense but also respect for all elements involved in the exercise (Callan, 2018). The lesson about respect in Judo is known as Rei (Tello, 2016). The lesson about Rei starts from respecting the Dojo as a place of training, the coach as the person who will bring success to the Judo athletes, seniors, training partners, juniors, and other elements supporting the training process. Therefore, the presence of female trainers in the training process does not become a barrier for Judo athletes in carrying out the training and getting the best performance. Furthermore, the female coach leadership in martial arts is not an unaccepted thing in Indonesia because, based on the data analysis, female coach leadership brought good achievements for Judo athletes.

CONCLUSION

This study shows that there was a relationship between female coach leadership and athlete achievements in Judo. Meanwhile, other martial arts did not show a significant relationship. Therefore, further research on female coach training from a gender perspective is needed.

CONFLICT OF INTEREST

The authors declared no conflict of interest.

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