

# ASSESSING THE HIGH PERFORMANCE IN SPORTS ON THE BASIS OF THE RESULTS – A NEW STRATEGY IN CHANGING THE FINANCING OF UNIVERSITY SPORTS

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**Abstract:** *The assessment of high performances represents the main activity of human resources management, conducted in order to determine whether the employees of one organization fulfil their tasks or responsibilities effectively.*

*During the educational reform process, adapting the system to the European Union standards constituted a priority of national interest. The educational reform process, conducted at a national level, created mechanisms of high performance management, and that comprised and imposed a reform in the field of physical education and sports.*

*The assessment of high athletic performance at the level of Romanian university clubs represents a mechanism of good management and has at its basis a well instrumented algorithm, well-applied by the responsible factors for improving this activity.*

*Promoting a single national assessment system for high athletic performance by applying the Ministry of Education, Research, Youth and Sports regulations is a consequence of consolidating the fundamental field of Physical Education and Sports.*

**Keywords:** *assessing, performance, sports, strategy, financing.*

## 1. Introduction

High performance management represents a systematic approach of human resources management in general, and assessment of high performance in particular, using the objectives, the performances, the valuations and the feedback as means of motivating the people involved. We consider that assessing high performance plays a central

part and constitutes a basic component of the human resources management system.

It is a justified managerial activity, always current and very important, with multiple individual and organizational implications.

The high performance management system is a wider concept, which has in view a series of independent processes, attitudes and behaviours, or a coherent strategy regarding the performance improvement.

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High performance management represents a way of obtaining much better individual and organizational results, by understanding and managing the high performance in a single and contextual manner, of university sports clubs in general, or of the objectives and standards previously set out, as well as taking into account the conditions of European integration. This means that the high performance management approach or concept has at its core the philosophy of management through objectives.

Approaching the assessment of high performance as a component of the high performance management system presupposes taking into consideration the following essential issues:

- the necessity for creating a culture of high performance, in order to prevent an encouragement of individual performances in detriment to organizational performances;
- involving superior level managers in the assessment process can satisfy both the individual and the organizational necessities;
- the influence of high performance management on the assessment role by a good function of the feedback, which means that the performance management, the strategic aims of the organization, their implications at an individual level, can be influenced and modified accordingly, being much more important for the real objectives to be understood, than to accept the imposed ones.

The assessment of high performances represents the main activity of human

resources management, conducted in order to determine whether the employees of one organization fulfil their tasks or responsibilities effectively.

During the educational reform process, adapting the system to the European Union standards constituted a priority of national interest. The educational reform process, conducted at a national level, created mechanisms of high performance management, and that comprised and imposed a reform in the field of physical education and sports.

The strengthening of this fundamental field in a specific system imposed a promotion of a single national system for assessing high athletic performances, by applying the regulations issued by the Ministry of Education, Research, Youth and Sports (MERYYS), adapted to the national, European and Euro-Atlantic system.

During the periodical review of the work done by the people responsible for the high athletic performance, the methodology regarding the assessment of Student Sports Clubs subordinated to MERYYS was elaborated and approved through the Ministry Order no. 3231 of 2008.

## **2. Methodological assessment process**

The University Sportive Clubs (USC) are defined as "athletic structures with body incorporate, a credit applicant in a direct subordination of the Ministry of Education, Research, Youth and Sports, representing athletic high performance interests for all the higher education institutions, at the level of the university centre inside which the club exists".

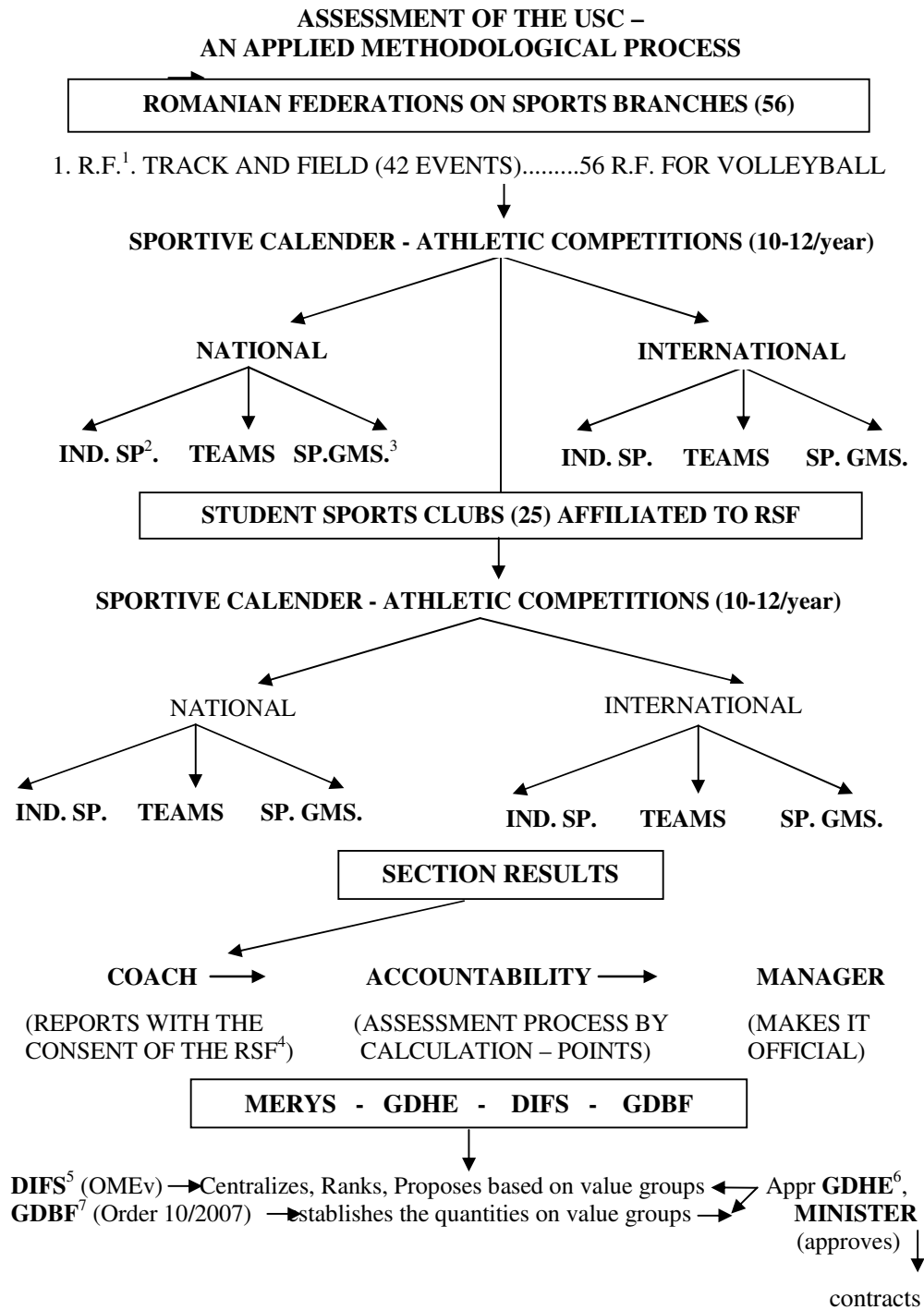


Figure 1

### 3. Methodology Regarding the Assessment of Sportive Student Clubs

In Romania, the methodology for assessing the USC is done according to the Order of the Ministry of Education, Research, and Youth no. 3231 of February 18, 2008, elaborated on the basis of the Education Law no. 84/1995, republished with modifications and additions, the Physical Education and sports Law no. 69/2000, the Order of the Ministry of Education and Research no. 5060/2001 regarding the approval of the USC organization and functioning Regulation, and the Government Decision no. 366/2007 regarding the organization and functioning of the Ministry of Education, Research, and Youth, with subsequent modifications and additions.

This order is applied by the GDHE, DFHE, IHE, represented in the Administration Boards and USC subordinated to the MERY.

The elaborated methodology comprises 7 items, as follows:

1. **Method:** Assessment according to high athletic performances (annual results).
2. **High performance standards:** Sports competitions, organized by the National Federations at which the SSC are affiliated, as follows:
  - a) At a **national** level:
    - a1. National championships, A division, or National League;
    - a2. The Romanian Cup;
  - b) At an **international** level:
    - b1. Olympic Games;
    - b2. World Championships and/or World Cups;
    - b3. European Championships and/or European Cups;
    - b4. Balkan Championships and/or Balkan Cups;
3. **High performance criteria:** Places 1st-6th in the annual rankings of the

National Federations at which the SSC sections are affiliated, as follows:

- a) Individual sports at a national and international level;
- b) Individual sports - team ranking, nationally and internationally;
- c) Sportive games at a national and international level;
  - The GDMFE, through the DFHE, ensures that the assessment is done according to the methodology and high performance criteria approved by this standing order and will divide the funds, whereas the GDBFPI makes the payments.
  - The annual allocations established according to the methodology, based on the results from the previous year, can be supplemented depending on the evolution of the performances during the current year (qualifications, promotions, national and/or international competitions), results and emphasized following new evaluations done by the DFHE.
  - In the case of large differences in points, the final ranking is done on groups of 5 or 3 clubs, for a fair allotment and ensuring a balance for the given pays.

The USCs' financing contracts, as well as their additional documents, elaborated by the GDBFPI, will be endorsed by the GDMFE and approved by the main applicant.

4. **Endorsement:** By written confirmation of the National Federations, according to the affiliated sports branches.

5. **Points Grid;**
  - a) Points for the occupied place:
    - 10 pts. - 1st place;
    - 7 pts. - 2nd place;
    - 5 pts. - 3rd place;
    - 3 pts. - 4th place;
    - 2 pts. - 5th place;
    - 1 pt. - 6th place.

- b) Level ratio: - national, places 1st - 6th - 2 pts.  
 - international, places 1st - 6th - 4 pts.
- c) Bonus: sportive games, 6 pts.

Table

No.	Section	Individual sports Nat/ Internat						Individual Sports/Teams Nat/ Internat						Sportive games Nat/ Internat						TOTAL
		I	II	III	IV	V	VI	I	II	III	IV	V	VI	I	II	III	IV	V	VI	
1.																				
	<b>Total</b>																			
	<b>Points place</b>	10.7.	5. 3.	2. 1./	10.7.	5. 3.	10. 7. 5. 3. 2. 1./	10. 7. 5.	10.7.	5. 3. 2. 1./	10. 7. 5.	10.7.	5. 3. 2. 1./	10. 7. 5.	10.7.	5. 3. 2. 1.				
	<b>Level ratio</b>	2		/		4	2		/		4	2		/		4				
	<b>Bonus</b>											6		/		6				

**6. Calculation formula:**

$$\begin{aligned}
 & \text{ISN (No.1st place} \times 10 \text{ pts. + no. 2nd place} \times 7 \text{ pts.+ no. 3rd place} \times 5 \text{ pts. + no. 4th place} \\
 & \quad \times 3 \text{ pts. + no. 5th place} \times 2 \text{ pts. = no.6th place} \times 1 \text{ pt.)} \times 2 \\
 & \text{ISI (} \underline{\hspace{10cm}} \text{)} \times 4 \\
 & \text{ISTN (} \underline{\hspace{10cm}} \text{)} \times 2 \\
 & \text{ISTI (} \underline{\hspace{10cm}} \text{)} \times 4 \\
 & \text{SGN (} \underline{\hspace{10cm}} \text{)} \times 2 \times 6 \\
 & \text{SGI (} \underline{\hspace{10cm}} \text{)} \times 4 \times 6 \\
 & \qquad \qquad \qquad \textbf{TOTAL}
 \end{aligned}$$

**4. Capitalization and Implementation (Conclusions)**

The assessment strategies of the Ministry of Education, Research, Youth and Sports are dominants of national interest inside the education reform and the adaptation of the system to the European Union standards process.

The assessment of high athletic performance at the level of Romanian university clubs represents a mechanism of good management and has at its basis a

well instrumented algorithm, well-applied by the responsible factors for improving this activity.

Promoting a single national assessment system for high athletic performance by applying the Ministry of Education, Research, Youth and Sports regulations is a consequence of consolidating the fundamental field of Physical Education and Sports.

**Notes**

<sup>1</sup> Romanian Federation

<sup>2</sup> Individual Sports

<sup>3</sup> Sportive games

<sup>4</sup> Romanian Sportive Federations

<sup>5</sup> Directorate of Institutional Finance Strategies

<sup>6</sup> General Directorate for Higher Education

<sup>7</sup> General Directorate for Banks and Finances

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4. OMEC nr. 5060/2001, Regulamentului de organizare şi funcţionare a CSU.

5. OM nr. 3231/2008, Metodologia cu privire la evaluarea cluburilor sportive studenţeşti din subordinea MECT.