

B.Sc. (Honours) in Sports Science and Management Degree  
Program



Faculty of Applied Sciences  
University of Sri Jayewardenepura

<b>Course Title</b>	<b>Leadership and Human Resource Management in Sports Industry</b>
<b>Course Code</b>	<b>SSM 262 3.0</b>
<b>Credit Value</b>	3.0
<b>Status</b>	Core
<b>Year / Level</b>	Year 2
<b>Semester</b>	Semester 1, 2021
<b>Theory: Practical: Independent Learning</b>	40: 15: 95
<b>Other: Pre-requisite Course/s</b>	SSM 162 2.0 Sport Management
<b>Meeting time and location (Lectures):</b>	Friday 9.00 a.m. to 12.00 noon

**Lecturer/s In-charge**

Course Coordinator/Lecturer: Dr. (Ms.) H.P.N. Perera

Office: Room Department of Sports Science, Second Floor, NFC – Forestry Wing, FAS, USJ

Contact hours: Thursdays 10.00 a.m. – 12.00 noon

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Lecturer: Ms. M.H. Kumaragamage

Office: Department of Sports Science, Second Floor, NFC – Forestry Wing, FAS, USJ

Contact hours: Thursdays 8.00 a.m.- 10.00 a.m.

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**Aim of the Course:**

In present context organizations operate with increased complexities due to globalization, domestic competition, government regulation and stakeholder pressure. And this is further complicated by rapid change, restructuring processes, and both minor and major crises. Within this context managing organizational resources towards achieving stipulated organizational goals is a challengeable task and Organizational Leadership and Human Resources are playing critical roles on this regard. Directing the organization with an efficient and effective leadership and obtaining the optimum contribution from the

organizational diverse workforce are main two main challenges specifically sport organizations experience in present dynamic context. Accordingly, this course aims to improve the students' knowledge and understanding on basic concepts of sports leadership, sports leadership theories, leadership in practice and human resource management principles in the sports industry efficiently and effectively.

### Intended Learning Outcomes:

*On the successful completion of this course, the student should be able to:*

1. Explain different leadership approaches and their applications
2. Illustrate leadership theories and styles in relation to the sports domain
3. Describe the basic concepts of Human Resources Management
4. Illustrate the role of human resource management in the sports industry
5. Exhibit interpersonal skills through teamwork
6. Demonstrate leadership styles related to the sports domain

### Course Content:

This course discusses an introduction to sports leadership, leadership theories, leadership styles in sports, introduction to human resource management, organisation of the HR department, job design and job analysis, human resource planning, recruitment, selection, hiring and induction, performance evaluation and pay management, training and development, and employee movements.

### Scope and Schedule of Teaching - Learning Activities:

Topic No.	Topic / Sub Topic	No. of Hrs.			Teaching Method	Assessment Criteria	ILO Alignment
		T	P	IL			
1	Introduction to sports leadership	2	0	4	Lecture Handout 1		1,6
2	Leadership theories	8	0	18	Lecture Handout 2 FA 1: Group Literature Survey on Leadership and Player Performance	15% of Total Marks	1,2,5,6
3	Leadership styles in sports	4	15	15	Lecture Handout 3 FA 2: Group Report based on Virtual Talent Identification and Physical Education	15% of Total Marks	1,2,5,6

Topic No.	Topic / Sub Topic	No. of Hrs.			Teaching Method	Assessment Criteria	ILO Alignment
		T	P	IL			
					Seminars Conducted		
4	Introduction to human resource management	2	0	4	Lecture Handout 4		3,4
5	Organisation of the HR department	2	0	4	Lecture Handout 5		3,4
6	Job design and job analysis	4	0	8	Lecture Handout 6		3,4
7	Human resource planning	2	0	4	Lecture Handout 7		3,4
8	Recruitment, selection, hiring and induction	6	0	16	Lecture Handout 8		3,4
9	Performance evaluation and pay management	4	0	8	Lecture Handout 9 FA 3: Individual Quiz on HRM Practices	15% of Total Marks	3,4
10	Training and development	4	0	10	Lecture Handout 10		3,4
11	Employee movements	2	0	4	Lecture Handout 11		3,4
<i>Total</i>		<i>40</i>	<i>15</i>	<i>95</i>			

### Linking Program Outcomes with ILOs:

#### Program Learning Outcomes:

The Sports Science and Management graduates will;

1. Exhibit advanced knowledge and understanding of underlying concepts of Sport Science and Management subject areas and to demonstrate the ability to apply subject-related principles, methodologies and skills to address contemporary issues pertaining to the sport context.
2. Conduct scientific investigations to identify gaps in the Sports Science and Management domain and devise scientific solutions.
3. Develop cognitive skills and demonstrate the dynamic capabilities of problem-solving.
4. Acquire effective communication skills to address a wide range of audiences and to exercise ethically-sound interpersonal skills related to teamwork, leadership, autonomy, and networking.
5. Acquire high entrepreneurial and managerial skills to prosper lives through Sports Science and Management education.
6. Work in harmony with the community with a strong sense of accountability and social responsibility while adhering to relevant codes of ethics.

7. Progress toward continuous competency development through adaptation of advanced knowledge and skills required to apply innovative methods, tools and technologies in professional practice.

	PLO 1	PLO 2	PLO 3	PLO 4	PLO 5	PLO 6	PLO 7
ILO 1	***						
ILO 2	***	**	***	***	***	***	***
ILO 3	***		**	**	**	**	**
ILO 4	***	**	***	***	***	***	***
ILO 5	***		***	***	***	***	***
ILO 6	***	***	***	***	***	***	***

\*\*\* - Strongly Linked; \*\* - Medium linked; \* Weakly linked

### Mode of Assessment:

**Formative Assessment (FA):** FA1 15% + FA2 10% + FA3 10% + FA4 5% = 40% of Total Marks

**Summative Assessment (SA):** End Semester Examination: 04 Structured and Essay-type questions (60%) = 60% of Total Marks

### References

- Armstrong, M. (2010). *Armstrong's essential: Human resource management practice*, Kogan Page Limited.
- Doherty, A., McGraw, P. & Taylor, T. (2015). *Managing people in sport organizations; A strategic human resource management perspective* (2nd ed.). Routledge.
- Scott, D. (2014). *Contemporary leadership in sport organizations*. Human Kinetics.
- Watt, D. C. (2003). *Sports management and administration* (2nd ed.). Routledge.

### Course Policies

**Attendance:** Students are expected to attend all lectures and tutorial classes. All the absences must be cleared with the relevant lecturer first. Repetitive absences may lead to a lower grade.

**Late work:** All assignments should be submitted on or before the due date stipulated. Assignments received after the due date will be penalized. Assignments more than a week late will NOT be accepted without prior approval for emergencies.

**Active participation:** Students are expected to come to class with questions and insights to offer others and prepared to discuss the relevance and applications of the course materials.

**Printing and Binding Policy:** Students are requested to adhere to the Department's printing and binding policy. Students need to print all assignments as black and white printouts unless there is a requirement for colour printouts. Students must avoid spiral bounds and transparent sheets in binding assignments.

Information: Check the Learning Management System (LMS) and the students' noticeboard for announcements.

### **Learning Management System (LMS)**

Students can access the LMS using the student logins provided. The enrolment key for the course will be provided during the first lecture session of the course. All teaching-learning materials will be uploaded to LMS. All notices regarding the course will also be posted in LMS.

### **Students with Special Needs**

Students with special needs will be identified using the information provided by Student Counselors and the Medical Centre, USJ. If needed, please contact the Student Counselor assigned and the Medical Centre for necessary steps. Depending on the information provided, certain adjustments to the normal procedures may be made for the benefit of the students with special needs. Such adjustments may include course modification with a relatively lower workload, providing auxiliary services (e.g. reading lamps, lenses, papers with larger fonts), extended time for examinations, and substitutes for examinations (essays or oral tests).

### **Academic Integrity**

Students are expected to be honest and ethical in their academic activities. The Department of Sports Science has firm rules governing academic misconduct and substantial penalties can be applied to students who are found in breach of these rules. Academic misconduct includes, but is not limited to plagiarism, unauthorised collaboration, cheating in examinations, and theft of other students' work.

Additionally, any material submitted for assessment purposes must be work that has not been submitted previously, by any person, for any other unit at Department or elsewhere. If a student is proven guilty of academic misconduct, he/she may be penalized as per University Rules and Regulations. Please read the Student Handbook for information on academic misconduct and respective punishments.

### **Classroom Discipline**

Proper self-conduct is always expected to ensure the smooth functioning of classroom activities. Therefore, you are advised to avoid behaving in a disruptive manner when lectures, tutorial classes, and practical classes are conducted. Disruptive behaviour includes interruption caused by cell phones and other electronic devices, chattering, sleeping, and disengagement.