

Gender and Variation of Experience, Background and Aspiration on Leadership

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The study was undertaken to examine the English Hockey League coach characteristics (age, ability, experience). These coach characteristics are known to be antecedents of actual coach leadership behaviour and coach leadership behaviour has been found to have a direct influence on team performance.

My research developed from a noticeable reduction in the number of women coaching hockey in the English Hockey League.

41/64 Field Hockey Coaches participated in the EHL analysis



Coach Aspiration

Age: Female coaches will be significantly older than the male coaches


Coaching experience: Female coaches will have significantly more years coaching experience than male coaches

Coach qualifications: The female coaches will be significantly more qualified than the male coaches

Level coached: Male coaches will have coached at a significantly higher level than female coaches

Playing standard: Female coaches will have played to a significantly higher standard than the male coaches

Aspiration: The male coaches will have significantly higher aspirations than the female coaches



The aim of this research was to investigate whether there was a significant difference between the male and female EHL coaches in terms of age, experience, aspiration and leadership

These hypotheses were tested in this study on the personal characteristics of the England Hockey League Coaches




Background

- Since the start of the EHL in 1989 there had been a noticeable reduction in the percentage of female coaches (down to 30% in the Premier Division by 2004)
- Was it due to personality, leadership style, structure of training?
- Using the framework of Chelladurai's Multi-dimensional Model of Leadership
- Personal characteristics of the leader i.e. gender, age, ability, experience and aspiration are all known antecedents of actual leadership behaviour





- Touch NZ keep losing to Aussie (every final since inception of the competition)
- Coaches from other countries enthuse about the benefit of PA....planning/ decision-making/technical
- So Touch NZ does have PA software...do they use it? Does it get 'buy-in' from those in the sport?
- what do the coaches think
- what do the players think



Methods

- Millard Coach Demographic (2012) questionnaire
- Chelladurai LSS
- Information on age, gender, number of years coaching experience, coaching qualification, level coached, playing standard achieved, aspiration of coach, leadership

	Male Coach	Female Coach
Male Team	16	1
Female Team	11	13
N	27	14

The return completion rate was 64% (male = 27) and (female = 14).

Coach Age, Experience & Gender

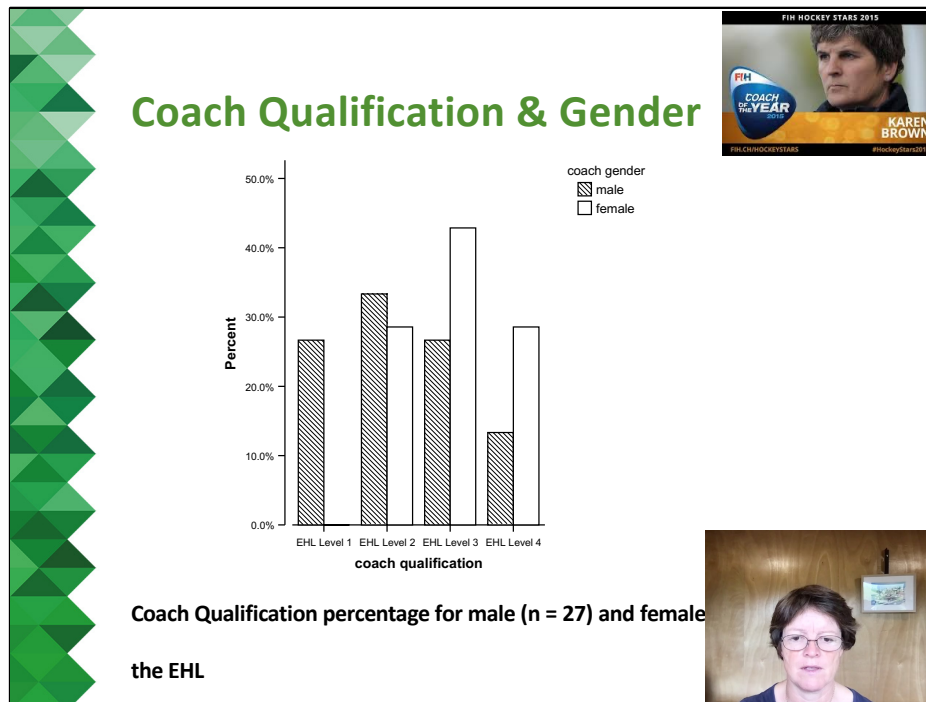
Characteristics	Gender	M (SD)
Age	M	37.22(6.46)
	F	39.75(6.41)
Coaching Experience	M	10.91(6.63)
	F	14.60(4.16)
Level Coached	M	2.6(1.17)
	F	2.0(0.63)
Coach Qualification	M	2.1(1.25)
	F	3.0(0.817)
Coach playing Standard	M	2.27(1.35)
	F	2.0(1.0)



The mean age for the coaches was 38 years with male coaches ranging from 20 years to 52 years and the female coaches ranging from 31 years to 52 years.

Age: Male and female coaches were very similar

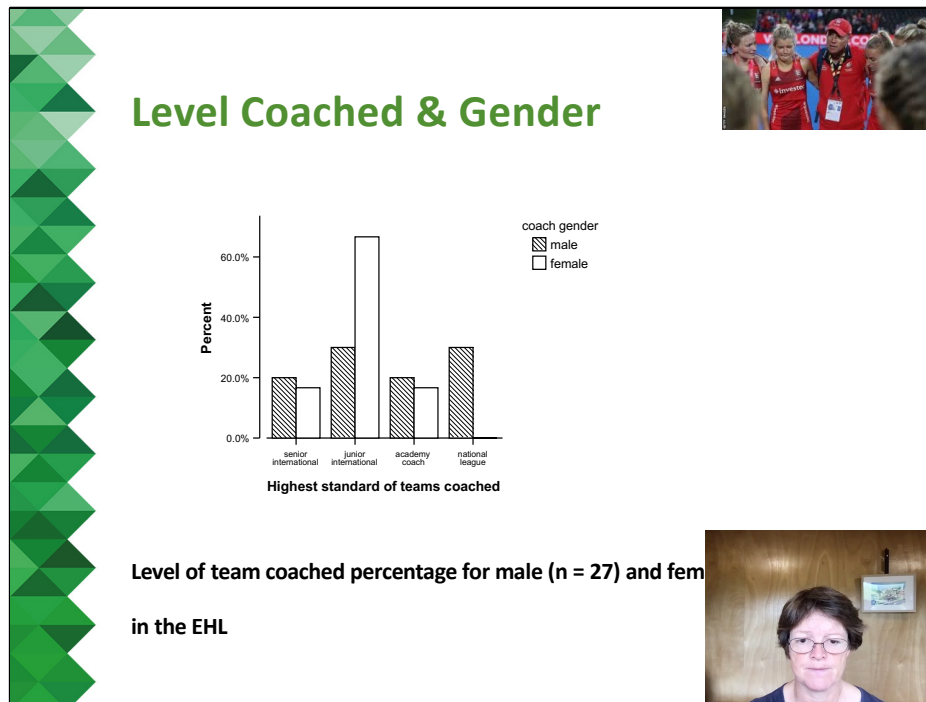
Experience: female coaches had a greater coaching experience than the male coaches, with 80% of the female coaches in the study having coached for over 10 years compared to only 36% of the male coaches.



Of the qualifications gained by the 41 coaches, a greater percentage of the higher level qualifications (level 3&4) had been obtained by the females; 72% of the female coaches had level 3 or above compared to only 40% of the male coaches, whilst 60% of the male coaches had level 2 or below compared to 28% of the female coaches.

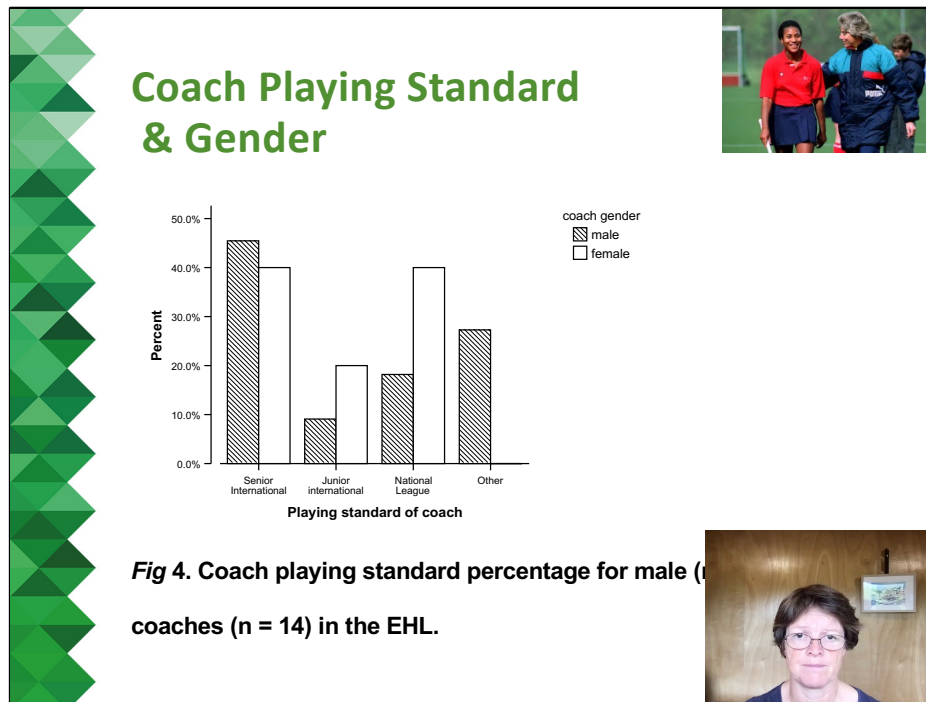
All of the female coaches taking part in the study had a qualification which exceeded Level 1.

There was no significant relationship between level of coach qualification and gender of the coach ($p = 1.00$, Fisher's exact test).



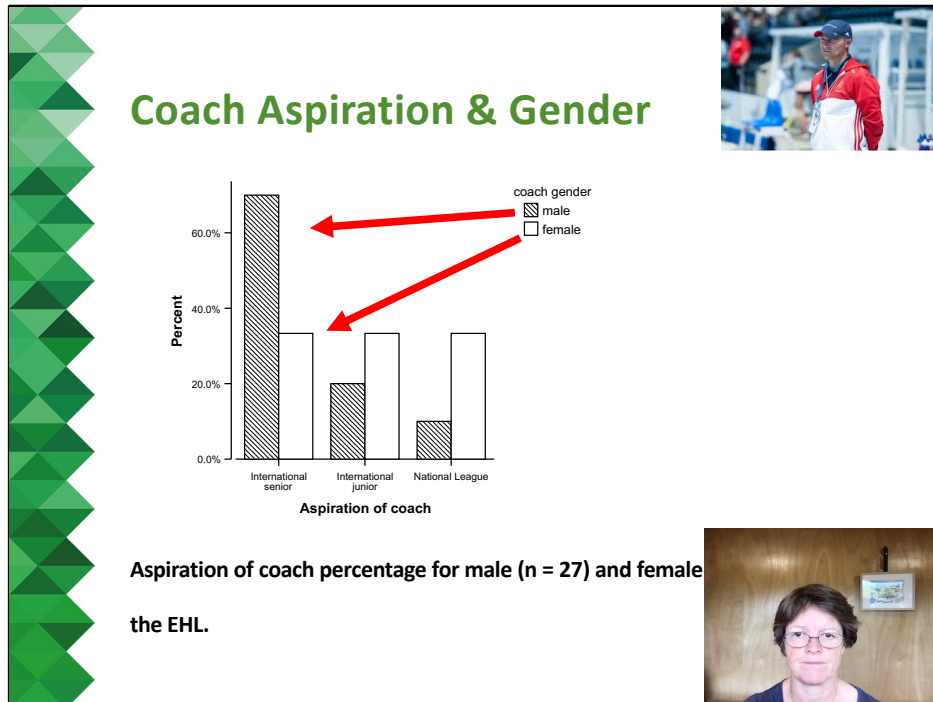
Of the male coaches in the study 50% had already coached teams of International standard, with 20% of these being at senior team standard. Within the female coaches 84% had coached to international standard, but 66% of these were at junior (under 21, under 18 and under 16) international standard (fig. 3). Though all of the female coaches had worked at a standard higher than the National League, this was not the case for the male coaches.

The results of the chi-square analysis showed there was no significant relationship between 'highest level of team coached' and gender of the coach; $\chi^2(1, N=41) = 0.35, p = 0.55$



In terms of their own playing standard; of the male coaches, 27% had not played in the standard of league in which they were presently coaching, and 46% had played to senior international standard (fig.4). All the female coaches had played to national league standard, and 40% had played at senior international level.

The results of a chi-square analysis found that there was no significant relationship between coach playing standard and coach gender $\chi^2(1, N=41) = 0.01, p = 1.00$



The aspiration of 70% of the male coaches was to coach a senior international team

The level of aspiration of the male coaches was found to be significantly greater than the aspiration of the female coaches ($p < 0.05$, Fisher's exact test).



Summary

The study revealed that;

- The the coaches were all of similar age

Female coaches had:

- more experience than the male coaches
- a *higher coaching qualification* than the male coaches.

Male coaches were :

- significantly more *aspirational* with regard to future level of team coached



The results found that even though the coaches were all of similar age the female coaches had more experience than the male coaches and held a *higher coaching qualification* than the male coaches. This higher level of qualification of the female coaches supports the previous findings in business where female have to be more qualified than their male counterparts to be accepted in a leadership role (though it is not necessarily true that a higher level of qualification would indicate a greater degree of competency). The male coaches were significantly more *aspirational* with regard to future level of team coached. Aspiration is part of the personality trait of conscientiousness.

