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ORIGINAL RESEARCH

STUDY ON THE ORGANIZATION AND HABITAT OF THE HUMAN POTENTIAL IN PERFORMANCE JUDO INSIDE ROMANIA, WITH A VIEW TO PREPARING THE NEXT OLYMPIC CYCLES

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Abstract

The present study underlines the strategic approaches used by the Romanian sportive units with a view to sustaining the basic high performance competition pattern at the beginning of an Olympic cycle (2009-2012), as well as the geographical diffusion of the potential human resources, with the purpose of improving the organization of the representative Romanian judo lots.

The strategic approaches used for the last past years inside the Romanian sportive units had the tendency of encouraging more and more numerous collaborations. In 2009 the Romanian junior, teens and senior judoka participated in the Individual National Championship, by reuniting groups of 1-4 sections sometimes quite geographically distant. This approach characteristic to the entire Romanian sport system started about 5-6 years ago, but begins to show uncontrolled dimensions. Our research emphasizes the fact that strategic approaches based on the collaboration of sportive units is at this very moment a “necessary evil”, but the phenomenon must be controlled or standardized at the level of each sport federation. As far as judo is concerned, the collaborations between different sportive units show a decrease of the section representation efficiency, once the number of participant increases, also suggesting other hidden anomalies.

The statistic calculus of the results registered by the sport structures involved in the Romanian performance sport, shows that the combined sportive structures generally obtain the most medals. There are however individual sections that register high performances, and the comparison between the individual sportive structures and the combined ones can only lead to useful and objective conclusions.

This paper also underlines the differences between the best performances of the most efficient sportive structures opting for the collaboration, if compared to the best individual results. Thus, one notices the importance of the statistic calculus of the sportive structures, calculus which is made based on the criterion of the concrete contribution on gaining national medals. This very statistic, divided into age or sex categories may offer real support in establishing the managerial orientations of the Judo R.F, indicating middle term orientations (the actual Olympic cycle) as well as long term ones (the future Olympic cycle) with reference to the best suited locations for organizing representative lots; the background is that of making the best

of the available resources, discovering the units that need support, the general objective being that of high potential sportsmen affirmation.

Key words: judo, resource management; sportive results, sportive structures, representative lots.

The actual case state

In the absence of coherent and profound government policies, the Romanian sportive system¹ in general and the competition and high performance sport in particular try to find original survival solutions. From among the old as well as actual Romanian sport weaknesses one can enumerate: the lack of financial resources, the very old material base, the weak support for the promising human potential, the chaotic development of the private sector etc. Despite these drawbacks, the Romanian sport holds still on the Olympic podiums.

The Romanian judo lately brought unprecedented results in the referential competitions, culminating in the IXth position in the 2008 Olympic games; the following question arises: “to what extent is this result the effect of superior organizational strategy and to what extent is it just the consequence of the exceptional evolutions of some talented sportsmen?”.

The purpose

The purpose of the present study is that of supporting the debut of the Romanian Judo Federation inside the new Olympic cycle, by understanding the strategies to be used by the sportive units or structures, by underlining the valuable territorial concentrations on age and sex categories, as well as by establishing the most appropriate focuses with a view to forming the national lots.

Here are the **premises** of this research:

- a. For the last years the Romanian judoka have internally represented sportive structures with more and more consistent collaborations and not simply one sportive section or unit as expected;
- b. The sportsmen presently obtaining medals in the senior (Sen) and teenagers(U23) national championships are the potential components of national lots representing Romania in the 2012 Olympic Games. Likewise, the junior (U20 and U17) judoka medal winners will most probably be part of the 2016 Olympic games lot²
- c. The geographical focus of the valuable human potential might support some R. Judo. F and territorial sportive units optimal organization strategies.

Hypothesis

The clarification of the latest strategic approaches to be used by the sportive units as well as the establishing of the geographical localizations of the valuable human potential will contribute to the bettering of the Romanian Judo Federation middle and long terms strategies for preparing the future reference competitions.

Research methods:

- a. The study of the special field of interest literature – on the mine of the resource management applied inside the sportive federations, not to mention in what regards the clarification of the area rules and regulations;
- b. The observation and collection of data concerning the medal winning judoka. This method underlined the components of the sportive structures represented by each medal winning judoka during the 2009 Individual National Championships.
- c. The research done on a sample of 12 leaders of sportive units, with a view to discovering the reasons behind the conversion of the judo sections into establishing sport alliances.
- d. The statistic analysis done exclusively on the basis of the medals obtained in the 2009 Individual National Championships at the Sen, U23, U20, U17 and U15 age categories, as on the affiliation of the medaled judoka of the RJF sportive units and sections. The statistic calculus was performed by taking into account the number of medals won and not their value, considering that the valuable competition sportsmen can easily change their podium position. This calculus included the addition of parts of medals on more than one section, every time the medal winning judoka represented a structure of 2-4 sections.

Subjects:

All judoka winning medals (Ist, IInd and IIIrd place) during the 2009 Individual Judo National Championships unfolded under the patronage of the Romanian Judo Federation at the next age categories: Seniors (Sen), Teenagers(U23), and juniors (U20, U17, U15), both in the male as in the female categories were taken into consideration in the present study.

¹Defined by SOTIRIU D., SOTIRIU R. in a recent paper [4], as enclosing the following subsystems: entertainment, physical development, handicap persons, competition sport and professional sport.

Results and their interpretation:

a. Underlining the most performant sections and groups of sections by the number of medals-CN.2009

The most efficient structure ²	Rank	No	Medal winner	Not a medal winner
CS DINAMO	1	20	Sen, U23, U20,U17,U15	-
U CSM CLUJ DINAMO	3	18	Sen, U23, U20,U17	U15
CS STEAUA PETROM	2	17	Sen, U23, U20	U17, U15
CSM 2007 LPS FOCSANI	2	15	Sen, U 23, U20,U17,U15	-
CSS GLORIA ARAD DINAMO	2	14	Sen, U23, U20	U17, U15
CSM LIBERTY ORADEA	2	13	Sen, U23,	U 20U17, U15
LPS CSU PITESTI	2	11	Sen, U23, U20,U17,U15	-
CSM LPS CRAIOVA	2	11	Sen, U20,U17,U15	U23
CSM PITESTI	1	10	Sen, ,U17, U15	U23, U20
CSM BAIA-MARE	1	10	U23, U20,U17,U15	Sen,

Table 1. The top sections considering the individual evolutions and medal additions from collaborations – the SEN, U23,U20,U17, U15categories

Interpretation: this top underlines at least two important aspects: on the one side, there are individual sections and groups of sections that collaborate and thus have long term valuable sportive samples, and on the other side there are sportive sections or structures which only show potential for certain groups. The RJF strategies for forming the national lots can be based on both variants, but with different results. These are the ways by which establishing locations or the most appropriate command centers can be optimized, with the purpose of organizing the representative lots.

From a different point of view, one can notice the impressive potential of the CS DINAMO lot which is both the most efficient structure in the country and part of the mixed collaborating structures from the second and fifth places.

Underlining the most efficient sections after adding the medals obtained from collaborations

No crt	Section	No of medals won directly or through collaborations
1	CS DINAMO	34,5 medals
2	JUDO CLUB LIBERTY ORADEA	12,33 medals
3	CS PETROM PLOIESTI	12,16 medals
4	CSS GLORIA ARAD	11 medals
5-7	CSM CLUJ	10 medals
5-7	CSM PITESTI	10 medals
5-7	CSM BAIA MARE	10 medals
8-9	U CLUJ	9,5 medals
8-9	CSS MIERCUREA CIUC	9,5 medals
10	CS STEAUA	9,16 medals

Table 2. The top sections based on individual evolution and medal addition from collaborations - the SEN, U23,U20,U17, U15categories

Interpretation: if the representation of table 1 can lead to a certain confusion regarding the concrete territorial background of the valuable human potential due to the collaboration between sections sometimes situated in very distant district or geographical areas, table 2 concretely shows the judo sections with valuable human potential. The top can serve the objective efforts to allocate resources on a differential basis, considering the criteria of supporting the potential sections.

² Gathered - www.frjudo.ro/pagein.php?id=795

a. Underlining the districts with the highest valoric potential

N0 crt	District	No of medals won directly or through collaborations
1	BUCUREȘTI	50,66 medals
2	ARGEȘ	20,5 medals
3	BIHOR	20,33 medals
4	CLUJ	19,33 medals
5	HARGHITA	18,5 medals
6	PRAHOVA	17,5 medals
7	MARAMURES	16,33 medals
8	IAȘI	15 medals
9	ARAD	13,83 medals
10	HUNEDOARA	9,5 medals

Table 3 . The districts top, including the medals obtained through collaborations–the SEN,U23,U20,U17,U15 categories

Interpretation: the national or regional lots organization or coordination strategies ought to take into account the territorial-district human potential concentration presented into the above table, this being one of the ways to improve the resource allocation that the government and non-governmental profile forums may apply.

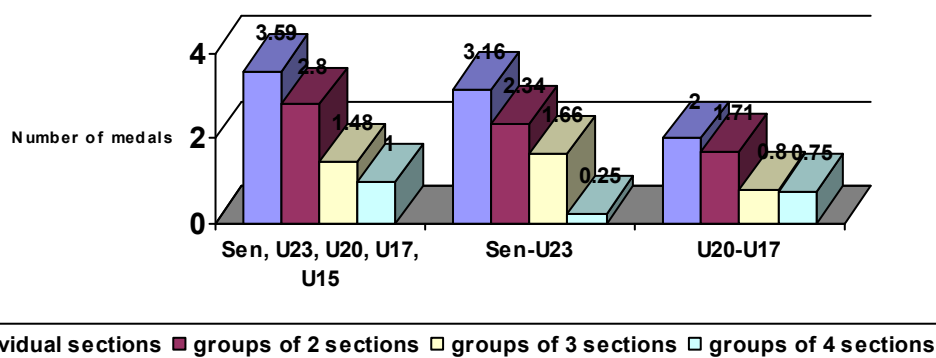
b. Underlining the collaboration efficiency, function of the number of the collaborating sections

The statistic calculus shown in table 1 shows that the combined sportive structures generally win more medals. There are however individual sections registering high performances (see position 1 from table 1). Table 2 displays the top sections considered individually, after the addition of the number of medals, which offers us a more realistic view of the really valuable sportive units. The following is still a permanent question: “ Which strategy is most appropriate, the individual or collaboration one?”. The study we put together on the sample of sportive units leaders emphasized the necessity of strategic splitting of responsibilities in order to properly support performance, but also emphasized the fact that there are sportive units that superiorly administer their collaborations or succeed to gain high individual performances by appealing to great sportsmen.

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s of assuming participation on individual sportive units and the collaboration strategies involving 2-4 sport units for efficiency purposes.

Graphic no 1. The collaboration efficiency, measured in medals, on different age sample groups



Interpretation: graphic 1 shows that no matter the age sample considered, the efficiency is inverse proportion with the number of sections collaborating to the judoka support. This result is in strong opposition with the tendency manifested into the sportive units policy to form structures enclosing more and more sections. The explanation for this paradox was offered based on the research done on the leaders of the sportive units opting for collaboration approaches and segmentations which are at their turn based on different responsibilities. This original solution underlines the Romanian sport efforts to adjust to the actual context, by appealing to solutions of temporary compromise, while waiting for coherent and firm governmental policies. An alternative

European sport units used method for avoiding these approaches might be circumscribed to diversifying the financing sources³.

c. Underlining the J.O. 2012 potentially valuable structures

The structure name	No of sections from the structure	No of won medals
CS DINAMO	1 section	16 medals
CSM LIBERTY ORADEA	1section	13 medals
CSS GLORIA ARAD DINAMO	2 sections	9 medals

Table 4 The male sections with valuable potential in SEN,U23categories

The structure name	No of sections from the structure	No of won medals
U CSM CLUJ DINAMO	3 sections	14 medals
CS STEAUA PETROM	2 sections	11 medals

Table 5 . The female sections with valuable potential in SEN,U23categories

Interpretation: By considering that sportsmen competing in SEN, U23 age categories are usually the potential sportsmen participating in the JO 2012 reference competitions, the belonging sections should be underlined and supported. It is to be noticed that while the most valuable male sections evolve singularly, the female ones are collaboration ones. The explanation might come from the impact of the interest zone suggested by the previous Olympic female sample, when the Romanian sections tried to associate their title to the female representative lot, that was most likely to succeed internationally.

d. Underlining the J.O. 2016 potentially valuable structures

Male structures	No of won medals	Female structures	No of won medals
CSS UNIREA IASI	5 medals	CSM BAIA-MARE	6 medals
LPS CSU PITESTI	5 medals	CSM LPS CRAIOVA	6 medals
CSS GLORIA ARAD DINAMO	5 medals	CSM 2007 LPS FOCSANI	4 medals
CSS MIERCUREA-CIUC	4 medals	JUDO CLUB LIBERTY LPS ORADEA	4 medals
CSS SOIMII CSM SIBIU	4 medals	U CSM CLUJ DINAMO	4 medals
CS PETROM CFR CSS PLOIESTI	4 medals		

Table 6 . The potentially valuable female and male top structures for the U20, U17age categories

Interpretation: By taking into consideration the fact that sportsmen generally competing in the U20 and U17 age categories are the potential sportsmen participant in the 2016 OG, reference competitions, the above sections should be known, underlined and supported.

Conclusions:

- 1.The Romanian judo now has the obligation to reconfirm its value, by wanting to maintain the good previous Olympic evolution level against the international background.
- 2.With a view to establishing correct managerial strategies inside the sportive units, and all implied governmental and nongovernmental organizations, the actual socio-economic context must be reinterpreted so as to value all previous experiences leading to superior results; new strategies, more appropriate to the present situation must be put into practice.
- 3.The strategic approaches adopted during the last years by the sportive units have the tendency to encourage more and more complex collaborations. Following our research, this form of responsibilities de-segmentation represents a “necessary evil” for this stage of overcoming the actual crises situation, on the other hand asking for urgent norms based on the following reasons:

³ Reference is made to the variation of the financing resources described by LADOR I.I, MIHĂILESCU N. in one of his recent papers [2]

- a. The section representation efficiency decreases with the increase of the number of sections involved in the collaboration;
 - b. Behind the collaboration section obtained results hides the lack of activity of some trainers, sportive sections and units.
 - c. The statistic sportive directory- official document which lies at the basis of the annual financial subvention distribution on sportive sections only illustrates the first two sections from a 3-4 sections collaboration.
 - d. The competition between sections decreases, self-satisfaction is determined by maintain the section on an indeterminate name of sportive units that collaborate, responsibilities are often transferred to sections at the disadvantage of the great sportsman, character who is often left un-satisfied or not supported enough.
4. The statistic results offered by tables 1 and 2 emphasize the relevant differences between the tops of the most efficient combined sportive structures and the individual sportive contributions. We must also draw attention to the fact that the statistics of the individual units (shown in table 2) is the only relevant one and must be permanently included in the R Judo F management strategies.
5. The statistic analysis done on age and sex criteria may offer real support in establishing the R Judo F management orientations, bringing middle term (the actual Olympic cycle) and long-term (the future Olympic cycle) orientations concerning the most appropriate locations for organizing representative lots, on the background of optimizing resources, as well as the units that need to be sustained in order to support high potential sportsmen.
6. The values of the Seniors- teenagers categories are focused on less, but more specialized structures (the most valuable structures winning 14-16 medals in2009). Table 4 shows that establishing locations for the representative senior male lots from the actual Olympic cycle should be focused on the contribution or around the CS Dinamo Bucuresti or/and CSM Oradea sections. Table 5 underlines the fact that the structures representing the high potential female-senior sample group are in collaboration, asking for a deeper analysis of the judoka provenience (these represent centers from Cluj, Bucuresti or Ploiesti).
7. At the junior level, the valuable potential is spread inside more numerous sportive units if compared to the senior or teenagers ones, also having modest accumulations of medals(the most valuable structures only winning 5-6 medals in 2009).
8. The results and conclusions cumulated in tables 4-6 suggest a correct structuring of the valuable potential of the Romanian judo, similar to that of the “ pyramid of the phases of the long term sportive training” [1].⁴

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⁴ Reference is made to the “performance pyramid” described by many authors among whom we may count BOMPA O. T., [1]